

# Healey warning on taxes and money supply

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## 'Biological war' kills Rhodesia's cattle

From Nicholas Ashford  
Salisbury, Nov 12

By the end of the present rainy season in Rhodesia up to a sixth of the country's total cattle population will have died as a result of the spread of tick-borne diseases caused by the deliberate disruption of cattle dipping operations by Patriotic Front guerrillas.

This loss will have far-reaching consequences for African farmers living in the Tribal Trust Lands, where most of the deaths have taken place. Cattle are of social, spiritual and economic importance to black Rhodesians, and the decimation of their herds will force many of them to leave the land and seek refuge elsewhere. This process has already begun.

According to Dr Andrew Norval of the Veterinary Research Laboratory in Salisbury, a world authority on tick-borne diseases, about 300,000 head of cattle have died since the Patriotic Front began their campaign against dipping. A quarter of a million died during last year's rainy season alone and this year, he says, the figure will be "at least twice as high".

As an illustration of how serious the situation has become, Dr Norval points out that half of the 1,760 dip tanks in African areas are now out of action and sales of dipping compound have dropped by three quarters in three years.

"This is a new manifestation of biological warfare which illustrates how vulnerable disease control programmes are to this type of terrorism," Dr Norval says.

The terrorists have been carrying out an organised campaign aimed at disrupting cattle dipping. They have destroyed dips by filling them with lumps of rock and stones, and they have intimidated and sometimes killed dip attendants.

Rhodesia has in total about 2.5 million head of cattle, more than half owned by Africans. It is by far the largest national herd in central-southern Africa, and its growth has to a large extent been due to the way Rhodesia has brought tick-borne and other cattle diseases under control, particularly in the dry low-veld areas which are not yet virtually uninhabited by either man or domestic beast.

By 1972, when the guerrilla war began, tick-borne diseases had been brought under control. The Patriotic Front's campaign aimed at disrupting cattle dipping. They have destroyed dips by filling them with lumps of rock and stones, and they have intimidated and sometimes killed dip attendants.

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Strict security for Mrs Gandhi: A smiling Mrs Indira Gandhi, the former Indian Prime Minister, avoided a hostile reception at London's Heathrow airport yesterday as she arrived to begin her week-long visit to Britain, amid strict security. Police fought to keep rival factions of Indians apart as supporters on one side of the road outside the arrival building waved flags and banners, and others shouted: "Indira Gandhi fascist. Go home Nazi. Go back, Go back." Meanwhile, Mrs Gandhi's car, under heavy police escort was driven away through the cargo tunnel without the demonstrators catching a glimpse of her. During a stop-over in Frankfurt, Mrs Gandhi said she was convinced she and her Congress Party would return to power in India and that Cabinet quarrels might bring down the present Government within a year.

## US initiative to resolve treaty issue

From Patrick Brögen  
Washington, Nov 12

Mr Menachem Begin, the Israeli Prime Minister, and Mr Cyrus Vance, the American Secretary of State, were meeting in New York this evening to discuss the Israeli-Egyptian peace negotiations.

The Israelis have refused, so far, to permit any mention of the question in the treaty itself, suggesting instead that there should be an exchange of letters between the two governments along the lines suggested by the Americans.

The Egyptians, after accepting the American suggestion, have hardened their position and refused to agree to a fixed timetable for carrying out the provisions of the second part of the Camp David agreement.

President Carter has complained about the intransigence of both sides and the White House has admitted that it is seriously concerned that the talks might break down over the outstanding issue.

At the Egyptian Government spokesman has accused Israel of planning to set up a puppet Arab government in the occupied West Bank and Gaza Strip.

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## Iran oil strikers defy general's ultimatum

Abvaz, Nov 12—Iran's military chiefs threatened today to dismiss oil workers unless they halt a 12-day-old political strike that is crippling the country's economy.

The ultimatum to go back to work tomorrow came as at least nine people were reported killed in fresh violence today in provincial towns including seven in the oil province of Khuzestan.

General, Boshra Jafarian, the military governor of the province, coupled the threat to oil workers with a pledge of pay rises and better conditions if they went back.

But in Abadan, the site of Iran's biggest oil refinery, a strike meeting agreed to continue the stoppage indefinitely.

General Jafarian conceded that he could not meet the strikers' political demands for a national civilian government, an end to martial law, the freeing of political prisoners and the expulsion of foreign oil advisers. These were under discussion by the Government in Tehran.

His warning was seen as indicating mounting concern over the strike which has already cost Iran about £400m.

The Shah apparently hoped that strikes and violence would force oil abroad to step up military Government last week, ordered strong action to restore order and promised to stamp out corruption.

But violence in the past two days alone has killed 23 people in scattered areas and the response to the Shah from the opposition National Front has been to call for the strikes to go on.

Unemployed power cut lasted several hours in Tehran this morning but there was no violence. Military helicopters patrolled the city.

Mr Gholamreza Nikpey, a long-serving Mayor of Tehran until last year, was today arrested under the martial law regulations. Last night, Dr Karim Sanjabi, the National Front leader, was arrested and accused of plotting against the Government.

The front issued a statement today calling the arrest illegal because the new Government was itself illegal. The front did not recognize the "despotic, dependent ruling system".

Earlier, the state-owned National Iranian Oil Company had said that oil production was improving despite the strike. At the Abadan refinery, some work was apparently going on despite the decision to continue the strike. Officials said that production was running at 350,000 barrels a day instead of the normal 500,000 a day.

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## How tea may add to the stresses of life

By a Staff Reporter

A female patient complained to her doctor of bouts of nervousness so severe that she took a taxi on the 200-yard journey from her home to the shops. On one occasion, after a bout in a shop she could not bring herself to leave her home.

Dr Ronald Finn, consultant physician at the Royal Liverpool Hospital, eventually diagnosed that the woman's nervous system was being poisoned by drugs. She was allergic to tea.

Medical science might still have been baffled had not the woman made a chance confession in the surgery. "I am a teaport, doctor," she blurted out. Tests showed that after she had drunk tea or coffee her pulse rate more than doubled, indicating an allergy to caffeine. Doctors warned her from tea and she returned to normal health.

Another of Dr Finn's patients was so ashamed at her mysterious bouts of uncontrolled vomiting that she had not eaten out for 10 years. Again, caffeine allergy was found to be the cause.

Dr Finn, who described his case histories to a symposium of medical journalists at the weekend, said yesterday that although caffeine allergy was a well known phenomenon, general practitioners presented with vague nervous complaints rarely connected them with common items of diet.

Overindulgence in tea or coffee was not necessary to bring on a wide variety of symptoms in those allergic to caffeine, Dr Finn said. The small number of people who suffered the allergy also experienced "mild" symptoms, indigestion and tremors. He has found patients who suffer in the same way from milk, chocolate and the smell of some perfumes.

Alum has been thrust into an increasingly complex chemical environment. But he has not had time to adapt to all these new substances around him in an evolutionary sense. And the part of our environment that affects us most is the food we eat," Dr Finn said.

The Liverpool consultant describes his speciality as clinical ecology, a term he borrowed from a group of United States doctors who have also been studying the connection between diet and nervous complaints.

Many doctors ascribe their patients' nervous ailments to the increased stress of daily living, but Dr Finn does not believe there is a more stress today than, say 30 years ago. He thinks it is the tea that is drunk to provide stimulation to cope with the imagined stress that most likely is to blame.

Dietary allergies are not confined to the supposedly blundering bachelors. Dr Finn told of a Liverpool doctor whose wife turned the colour of the rising sun when he drank one pint of draught beer. Doctors cured him by switching him to pale ale.

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## inlet-TUC pay accord relies curb free for all' exhortation

White Paper guidelines. Left-wing union leaders are likely to criticize the TUC negotiators on the grounds that ministers have not essentially shifted their position, while the unions appear to be weakening their commitment to unfettered collective bargaining.

In the absence of holiday of Mr Mostyn Evans, general secretary of the Transport and General Workers' Union and the main critic of ministerial wage curbs among the "Neddy Six", the interpretation of the TUC Government accord will be left to Mr Callaghan's loyal lieutenants in the labour movement leadership.

Their lead will almost certainly be to temper the present level of wage claims and reduce the atmosphere of confrontation with the Cabinet.

"One key area where influence may be felt is in negotiations for new rates for 1,100,000 local authority manual workers, who are negotiating a 40 per cent increase, and in the National Health Service, where 250,000 ancillary workers have submitted an identical demand.

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## HOME NEWS

## Provincial journalists' leaders urge action to support pay claim

By Our Labour Editor

Union leaders of 9,000 provincial journalists have voted to disrupt local and regional newspapers from next Monday in pursuit of a £20-a-week pay claim, after rejecting an offer from the Newspaper Society in line with government pay surbs.

Delegates from provincial papers who met in Birmingham on Saturday opted by 115 to 41 to begin a campaign of industrial action as a prelude to a possible strike in the pre-Christmas period, when local advertising revenue is running at a peak.

The National Union of Journalists is asking its 300 chapters (office branches) in the provinces to pledge their support for action at mandatory meetings to be held this week. The results of the meetings will be considered at a meeting of the union's provincial papers industrial council on Friday.

When a date for a strike will be considered unless the employers improve their offer.

Talks between the union and the Newspaper Society are to resume on Wednesday, when the union will report its rejection of the offer of 5 per cent, with the possibility of more later if government pay policy changes.

Mr Noel Howell, the union's national organizer, said last night: "With a basic rate

starting at only £60.92 a week, our members cannot afford to wait and see. They are angry at the offer, which for many of them has already been virtually wiped out by the increase in mortgage rates.

"The debate among the membership is not about whether, but what form of industrial action we should take. A third of the delegates at the weekend conference preferred to go straight for an all-out strike because the papers are attracting lucrative pre-Christmas advertising."

Instead, initial sanction will take the form of disruptive meetings during working hours and the banning of evening and weekend work. But local chapters will be given discretion to impose their own forms of action.

Minimum weekly rates for provincial journalists range from £60.92 to £66.82, rising to £72.73 for about 70 staff working in the London offices of regional papers. According to the Newspaper Society, the average weekly wage of qualified journalists, excluding editors and trainees (who number about 2,200 of the total), is £84.65 a week.

Mr Denis MacShane, the union's president, said in a speech at Leicester last night that graduates in their middle twenties working in provincial journalism were taking home less than £40 a week.

## Stoppage at 'Sunday Times' cuts output

By Our Labour Editor

Unofficial industrial action by machine assistants meant more than 300,000 copies of *The Sunday Times* were not printed yesterday and prompted an accusation of "deliberate damage" from the management.

The men, members of the National Society of Operative Printers, Compositors and Machine Assistants (Nasopa), walked out an hour before the end of their shift. Allied with earlier "indifferent" production, the action limited or cut off supplies of the paper to the Midlands, Scotland, Ireland and Europe.

Walkouts have brought the total lost copies over the past four weeks to nearly a million.

Mr Nigel Nisbet-Smith, director and general manager of *Times Newspapers*, said last night: "We are all distressed by this unfortunate pattern of week to week damage. We have appealed strongly for union intervention, to no avail."

The Nasopa chapel (office branch) seem to object to a nationally negotiated one. Our new house proposals to Nasopa, as this chapel well knows, include a substantially improved overtime rate exclusive to our own staff.

"It is quite beyond our comprehension that, with higher pay and higher overtime rates ready to be negotiated, we not only find it difficult to meet the union's demands but that they should continue to inflict such deliberate damage."

Mr Nisbet-Smith's comments came after a pledge on television by Mr M. J. Hussey, managing director of *Times Newspapers*, that the papers would not close for good even if plans to suspend publication from November 30 were implemented.

On the BBC 2 programme *On the Record*, Mr Hussey said: "The *Times* is not going to close. Our aim is to build *Times* up and keep it going."

The problem arises from the sickening series of disputes we had earlier in the year, which was exasperating to our readers and our advertisers, and we decided we had to try to put an end to that.

"But the fact of the matter is, we are putting a very attractive deal ahead for our staff. We think we can negotiate it, and we intend to negotiate it, and we hope to do so. If by any chance we have to suspend, we shall go on negotiating until we have got the agreement, so there is no question of *The Times* or *The Sunday Times* closing."



Two of the children invited to preview some of 10,000 valuable lead toy soldiers being sold this week by Phillips, the London auctioneers.

## TV station off air over dispute

Border Television went off the air yesterday because, it said, a technicians' dispute prevented it from transmitting an adequate service. In a statement Mr James Bredon, the managing director, said the last straw for the company was a unilateral union decision on Saturday to limit the advertisements the company could broadcast.

"In all these circumstances, the company felt that it was no longer able to maintain a public service in the necessary standards," the statement said.

Three weeks ago the management and the technicians' union, the Association of Cinematograph, Television and Allied Technicians, began discussions over vacancies and the long-term future of engineers. Ten days ago the union broke off discussions and imposed an overtime ban, according to the company.

"The union has been informed that the company will resume discussions immediately after the union undertakes to work normally, by which is meant normal working as it existed prior to the imposition of the overtime ban," it said.

## Inflated hotel charges for telephoning are criticized

By Trevor Fishlock

Using the telephone in a hotel room can prove an expensive surprise for the unwary. A call from a guest room can cost more than twice the normal amount.

The Post Office, which receives complaints from people who believe they have been overcharged, says it deplores excessive charges and says some charges are unnecessarily inflated.

"But there is now law against it," it said, "and there is nothing we can do except to advise people that telephoning from hotels can be hugely expensive."

Many hotels charge 7p or 9p a unit, compared with 3p charged by the Post Office. A recent long-distance call from a hotel, for which the Post Office bill would have been £7.30p, was charged at £17.22p.

The British Hotels, Restaurants and Caterers Association says it keeps telephone charges under review. "There have been a few isolated instances of abuse, but in the whole hotels do not make a profit from their telephone services," it said.

"Indeed, we make it clear to our members that we feel it

improper for them to profit in this way.

"We like hotels to post notices telling their guests that the telephone in their room will cost them more to use than a telephone outside."

Mr Howard Field, a financial controller with the Holiday Inns group and a member of the British Association of Hotel Accountants, said: "Considering that many hotels provide a comprehensive communications service and have to pay heavily for switchboard equipment, extensions, charging monitors and staff salaries, among other things, the charges made are reasonable."

"In our group, like most, we aim to cover our costs. We have our losses too; sometimes the call monitoring equipment does not work, or there are guests who use the telephone and then deny that they have done so."

"Some of the larger hotels are considering the latest computerized exchanges, costing about £150,000 for a 300-room hotel, which will provide a better and more accurate calling and billing system. It is possible that these will bring the charges down."

A survey by hotel accountants' three years ago showed that few hotels made a profit from their telephone service and most made a loss.

## Unions 'on the road to economic ruin'

By Our Political Reporter

A warning that the course the trade union movement, and in particular the Transport and General Workers' Union, has embarked on for this winter's wage round is the road to economic ruin, is given today by Mr Peter Walker, the former Cabinet minister in the Heath government.

In giving his message across, Mr Walker, Conservative MP for Worcester, has embarked on an unusual course by writing an open letter to Mr Mosley (Moss) Evans, general secretary of the TGWU.

Mr Walker states that if everyone is careful there could be the prospect of single-figure inflation, moderate economic growth, more jobs, better public services and tax cuts.

He goes on: "However, the way your negotiators and shop stewards are behaving around the bargaining table, this pleasant prospect will be blown sky-high in an uncontrolled wages explosion which may put a few extra pound notes in your members' pockets for a while, but which, in the long run, will do nothing to increase their real living standards."

"What it will bring is longer queues, public spending cuts and rapidly rising prices."

Mr Walker adds: "It would be as well to admit, as some trade union leaders (such as Mr Tom Jackson, general secretary of the Post Office Workers' Union, and Mr Sidney Westfield, general secretary of the National Union of Railwaymen) have already done, that your union's policy of

"responsible" free bargaining is in danger of leading to economic ruin. Mr Walker, who is a member of 17 per cent rejected, at British where they have rejected, all tanker drivers are demanding increases of 50 per cent and lorry demands, which range to 30 per cent.

He says: "I think of your active shop steward militia given you a false image of the real view of floor."

Mr Walker adds to know that you are in a powerful position in most powerful union rest of your working life votes of less than out of the total member your union must degrade, undermining confidence and authority.

He concludes: "Inflation requires the Uofoortunately, there is a power vacuum at of the TUC these days initiative has passed activist militants on floor."

"I know running a lion-strong union is task for a newcomer, less the TGWU feels of firm leadership is in danger of being before the very for have unleashed."

Mr Walker cannot another wage explosion, impoverish the way of living standards supposed to increase force any government to painful monetary policies which will spread socialism. Lay down think again before the road to mass unemployment."

## Acas to hold peace talks today in bakers' strike

The Advisory Conciliation and Arbitration Service will today try to settle the week-old bread strike, as more bakery workers defy union instructions and return to normal working. Enough bread to meet demand is expected to be in the shops this morning.

Rank Hovis McDougall, one of the two big bakers affected by the stoppage, estimates that a third of its 15,000 workers will be back in the bread factories today, turning out half the firm's usual output.

The drift back to work appears to be accelerating, but the two sides contradict each other's figures. Mr Samuel Maddox, general secretary of the Bakers' Union, insisted last night that only 1,000 of the 26,000 called out on official strike had gone back.

The employers claim much higher figures for the return to work. Acas officials are to have talks with Bakers' Union leaders and the Bakers' Federation today in an effort

to bring the two sides together. The employers have offered 5 per cent in line with Government pay policy, plus a further 6 per cent productivity bonus, in reply to the union's demand for 26 per cent.

As a body working within public policy, Acas has no power to negotiate a settlement outside the Cabinet's wage guidelines, but its intervention may produce a face-saving formula that will allow the union leaders to call off the strike before it collapses.

The strike, called only three days after Bakers' Union negotiators had rejected the employers' offer, and three weeks before the industry's agreement was due to expire, is likely to have repercussions within the union. There have been accusations from shop stewards that their leaders called the strike before testing rank and file opinion, and without getting the support of delivery drivers, who have broken official picket lines.

On the BBC 2 programme *On the Record*, Mr Hussey said: "The *Times* is not going to close. Our aim is to build *Times* up and keep it going."

The problem arises from the sickening series of disputes we had earlier in the year, which was exasperating to our readers and our advertisers, and we decided we had to try to put an end to that.

"But the fact of the matter is, we are putting a very attractive deal ahead for our staff. We think we can negotiate it, and we intend to negotiate it, and we hope to do so. If by any chance we have to suspend, we shall go on negotiating until we have got the agreement, so there is no question of *The Times* or *The Sunday Times* closing."

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## Rise expected next year in price of port and sherry

By Derek Harris

Prices of port, sherry and some cognac brandies are expected to rise next year by up to 10 per cent.

Growers in Portugal have been getting higher prices for this year's grape crop, which for the third successive season is low. The trade in the United Kingdom is expecting this to work through as an increase in the shops of probably 10p a bottle, although George C. Sedgemore and Sons, the shippers of port and sherry, have forecast a possible rise of up to 15p a bottle.

Inflation is producing pressures on export prices in Spain and Portugal, but there could also be a rise in sherry price if, as expected, the BEC referendum on Saturday leads to a vote on Saturday to send a slightly higher December 15.

This year's French cognac harvest prices are up nearly 3 per cent. Some of the higher quality cognacs are up between 7 and 8 per cent, but the effect of the rises will not be seen in the shops until the new year.

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## Sedgemore action prote

The Labour Party's Scottish executive decided on a casting vote on Saturday to send a resolution of protest to the Prime Minister about the dismissal of Mr Brian Sedgemore, parliamentary private secretary to Mr Wedgwood Benn, Secretary of State for Energy.

The executive made the decision at a private meeting on the casting vote of Mr Suchan, their chairman.

Mr Sedgemore was dismissed for disclosing the contents of a document on the Monetary System Committee's work.

By 11 votes to 10, wingers on the left voted to a strongly worded

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the Abbey Habit pays even more-

## NEW HIGH RATES FROM DECEMBER 1ST 1978.

	NET	GROSS
Share Accounts	8.00% p.a.	11.94% *
Deposit Accounts	7.75% p.a.	11.57% *
Build-Up Shares	9.25% p.a.	13.81% *
Bondshares 6th ISSUE (Minimum £500)		
3 YEAR TERM	9.00% p.a.	13.43% *
2 YEAR TERM	8.50% p.a.	12.69% *

The rates on all previous issues of Bondshares will be increased in accordance with the agreed differential above the new share rate.

\*To those liable to pay income tax at the basic rate of 33%.

## Jury's replies in Redgrave libel action

continued from page 1

true, the jury said "No". They went on to find, however, that such words as they thought were not proved did not materially injure the plaintiffs' reputation, having regard to all the other words in the article that were substantially true.

"In other words, if the jury thought that *The Observer* had failed to prove some points in the article, these points were relatively unimportant when set against the main allegations," the statement added.

The confusion appears to have arisen because the report of the proceedings published in *The Times* did not give in full the three questions posed by the judge to the jury, and the jury's answers. They were:

Are the words complained of defamatory of the plaintiffs?—Yes.

Are all the words complained of substantially true?—No.

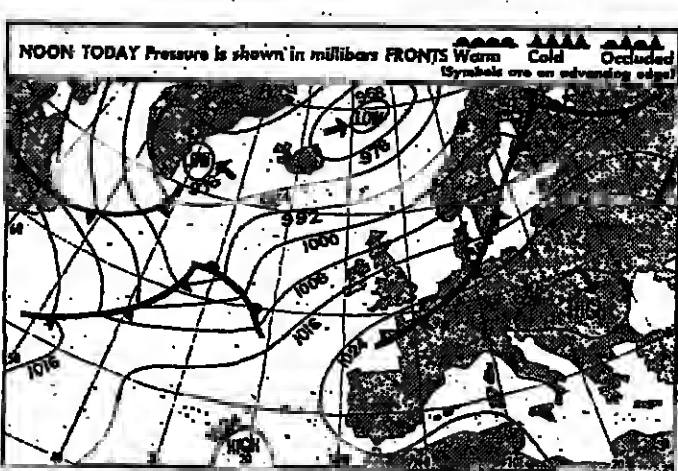
If all the words complained of are not substantially true, do the words which are not true materially injure the reputation of the plaintiffs?—No.

A further misreading impression could have been given in a leading article in Saturday's issue of *The Times*, which interpreted the jury's findings to mean, in effect, that the reputation of the plaintiffs was so low as not to be susceptible of being harmed further by the allegations made.

A crash on the A12 at Little Glemham, Suffolk, on Saturday killed a couple who were accompanying their son to his wedding. A passenger in a second car was also killed.

They were Mr Edwin Litten, his wife, Audrey, both of Chertsey, Surrey, and Mrs Peggy Tyas, aged 51, of Romford, Essex. Three people were seriously injured.

## Weather forecast and recordings



NOON TODAY Pressure is shown in millibars FRONTS

Sun rises: 7.15 am Sun sets: 4.15 pm  
Moon sets: 5.17 am Moon rises: 4.0 pm  
Full moon: Tomorrow.  
Lighting up: 4.45 pm to 6.46 am.  
High water: London Bridge, 12.19 am, 7.2m (23.6ft); 12.39 pm, 7.1m (23.1ft).  
Ayr, 12.5m (42.2ft); 6.22 pm, 13.3m (43.6ft).  
Dover, 9.44 am, 6.6m (21.7ft); 10.14 pm, 6.6m (21.7ft).  
Hull, 4.34 am, 7.3m (23.8ft); 5.8 am, 9.1m (30.0ft); 10.16 pm, 9.3m (30.6ft).

A SW airstream covers most parts of the British Isles. Forecasts for 6 am to midnight: London, SE and central S England, East Anglia, E Midlands (43.6ft).  
Dover, 9.44 am, 6.6m (21.7ft); 10.14 pm, 6.6m (21.7ft).  
Hull, 4.34 am, 7.3m (23.8ft); 5.8 am, 9.1m (30.0ft); 10.16 pm, 9.3m (30.6ft).

NE and NW Scotland, Orkney, Shetland. Occasional showers, heavy in places, snow over hills; wind SW, strong to gale; max temp 7° or 8° (45° to 46°F).

Outlook for tomorrow and Wednesday: Scotland, N Ireland and N England will be changeable with outbreaks of rain and showers; temp near normal. Wales, central and S England will be mostly dry and mild.

Sea passages: S North Sea, Strait of Dover, English Channel: rain, s, sun, fog.

Algeria, 12.5m (42.2ft); 6.22 pm, 13.3m (43.6ft).  
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NEWS

## er safety limit is n intake of onium radiation

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uclear power plant  
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departments res-  
safety and to  
uclear plant, until  
e safety regula-  
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es are completed  
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previous ones.  
any alpha-emitting  
e plutonium in  
the severely reduced  
certainties about  
disperse through  
is proposed by the  
are in a report  
ch is itself a sub-  
overy.

Few radioactive substances  
disperse evenly through the  
body. The radiation of a par-  
ticular organ comes not only  
from the material in that organ  
but also from radiation from  
neighbouring tissues.  
Also allowance has to be  
made for the radiation from the  
"daughter" and "grand-  
daughter" elements produced  
by the disintegration of the  
original substance. Even if the  
limit for each organ is known,  
it is difficult to translate that  
into a permissible limit of  
intake for a person.  
The levels are set to reduce  
the risk of cancer. Initially they  
were based on the intake to  
individual organs, particularly  
the gonads and lungs. The new  
limits are calculated so that the  
risk from internal radiation is  
no higher than if the whole  
body had been radiated exter-  
nally with the same dose.  
Some complications are  
involved with weighting factors  
because tissues differ in their  
sensitivity to radiation. A criti-  
cism of the new scheme, Dr K. Z.  
Morgan, a former chairman of  
the commission, described the  
change in the last issue of the  
Bulletin of the Atomic Scientists  
as a retrograde step.

## Om increase in social ity benefits from today

ur out of five  
Britain will get  
ed social security  
that become pay-  
day. More than 18  
le will receive  
using a total of  
biggest benefit up-  
Mr David Ennis,  
State for Social  
last night.  
fit will go up by  
week a child, the  
nt of an increase  
e the new family  
a week by next  
income tax allow-  
nment until then,  
he second rise  
fit this year", Mr  
"In March a  
two children col-  
week. In April the  
up to £4.60. From  
it becomes £6 a  
vernment is pump-  
to family support  
cover these in-  
be additional bene-

fits for about 250,000 working  
one-parent families. The special  
premium paid for their first  
child was doubled to £1 in April.  
It now doubles again to £2. A  
lone parent with two children  
will draw £3 a week in child  
benefit.  
Mr Ennis said: "Pensions  
go up by nearly 11 per cent  
well above the rise in prices  
since November last year". The  
retirement pension for a single  
person goes up by £2 to £19.50.  
A married couple get a rise of  
£2.20, taking their pension to  
£31.20.  
Widow and invalidity pen-  
sions, and other long-term bene-  
fits such as war and industrial  
injury pensions, go up by the  
same percentage as retirement  
pensions. There are complemen-  
tary increases in unemployment,  
sickness and supplementary  
benefits.  
More than 10 million pension-  
ers will again receive a £10  
Christmas bonus this year.

## schools have parents eachers as governors

education authori-  
arent and teacher  
in school govern-  
growing minority  
upils' involvement,  
ished today by the  
ire for Education  
ried out by Mrs  
who was a parent  
the Taylor com-  
e report, *A New  
for Our Schools*,  
d just over a year  
y issue of *Where*,  
magazine for  
Sallis says that  
ming majority of  
on authorities had  
ime representation  
achers, pupils and  
ity into school  
but the degree of  
and the methods  
it, varied widely.  
presence of such  
local education  
ad made no signi-  
in the balance of  
ays.  
erion we were  
as on how many  
representation of  
achers, pupils and  
y changed the  
ower on governing

"The answers as a whole  
leave no doubt that these are  
very few. In only a handful of  
cases is the strength of the  
new elements on governing  
bodies sufficient to diminish  
significantly the power of the  
LEA, if it wishes to exercise  
that power—which it may of  
course not necessarily wish to  
do."  
Most of the changes towards  
more participatory governors  
took place in the early to  
middle 1970s, but a number of  
LEAs spoke of constant evolu-  
tion and improvement.  
"A few speak of the future  
in terms which indicate a  
serious and continuing effort to  
increase the vitality and effec-  
tiveness of their school  
governors in their communi-  
ties, well aware of their  
potentialities as well as the  
extent to which in even the best  
they remain unfulfilled."  
Mrs Sallis says that the sur-  
vey showed that many LEAs  
were trying to make their own  
"reformed" bodies work  
better, despite opposition to the  
Taylor report. Governing  
bodies play an important part  
in appointments, she says.  
Their role is to ensure a ven-  
ue for the parents, but their  
interest in educational issues  
is growing markedly.

## ed Europe 'could be a of world order'

d Faux  
an agent of peace  
t against economic  
as commended by  
as a former vice-  
of the European  
to a lecture at The  
of St Andrews on  
ir the St Andrews  
st.  
mes said the nation-  
from which sprang  
ation of two world  
en channelled into  
l habits and institu-  
tional cooperation  
was now unthink-  
ame time the Euro-  
had been crucial to  
ement in economic  
ity. The foundation of  
movement of Europe  
single, unified and  
diking market. With-  
conomic integration,  
advance achieved in  
ctivity of European  
ad agriculture could  
come about.  
untly there could  
een the same oppor-

tunities to rationalize produc-  
tion and distribution. The con-  
fidence necessary for large-scale  
investment would have been  
lacking. There could not have  
been the same spur to techno-  
logical innovation or the same  
incentives to greater efficiency  
which reinforcing competition  
within the EEC had given.  
"In short, if the wider Euro-  
pean market had not been  
created there would have been  
fewer jobs, fewer opportunities  
and a lower standard of living  
for all", he said.  
Just as peace and prosperity  
could not be achieved by any  
European nation acting alone,  
so they could not be achieved  
by Europe in isolation. Europe,  
he said, was too dependent on  
the outside world for its  
defence, for essential raw  
materials and for markets for  
its goods.  
Lord Soames believed the  
safety and prosperity of the  
rest of the world now rested  
on the safety and prosperity of  
Europe. A united Europe, he  
said, could become a pillar of  
world order; a divided Europe  
must be a yawning crevasse  
beneath it.

## ren saved fire

dropped her two  
3ft from a window  
nked held by neigh-  
a fire damaged four  
s in Salford, Man-  
esterday.  
ple were taken to hos-  
pital mainly from the  
smoke.

## Baby dies in hospital fire

A baby died during a fire yes-  
terday at the maternity wing  
of St Peter's Hospital, Chertsey,  
Surrey. The baby, which was  
premature, was born three  
hours before the fire started.  
About 70 mothers and preg-  
nant women and 50 babies were  
evacuated.

## First NHS 'hospital at home' plan starts

A scheme that offers patients  
a choice of treatment at home  
instead of in a hospital is being  
launched today in Peterborough.  
The project is the first of  
its kind in the National Health  
Service and is being financed  
for the next three years by a  
contribution of £200,000 from  
the Sainsbury Family Charitable  
Trust, supplemented by £24,000  
from the Cambridgeshire Area  
Health Authority.  
Twelve patients at a time will  
be cared for under the scheme,  
provided their family doctor  
agrees and the home is suitable.  
They will be looked after by a  
doctor, a nurse and a patient  
aide, who will combine the  
duties of nursing auxiliary and  
home help.  
The East Anglian Regional  
Health Authority said yester-  
day: "The precise number of  
hours every patient is attended  
each day will depend on need,  
but this may well go up to  
virtually full-time care in a few  
instances."  
Consultants and specialists  
will be called if needed and  
patients will be admitted to  
hospital immediately if neces-  
sary.  
The scheme is modelled in  
part on one operating at Bay-  
onne, France.

## Murder charge

Sandra Stevens, aged 30, of  
Ayley Walk, Reading, is to  
appear before magistrates today  
charged with murdering her for-  
mer husband, Leonard Stevens,  
aged 31, of Mellor Way, Read-  
ing on Saturday.



Remembrance ceremony: Blind ex-  
Servicemen taking part in a march past  
at the Cenotaph in Whitehall, yesterday  
morning when the Queen led the ceremony  
of remembrance for British and Common-  
wealth dead of the wars of the twentieth  
century. The Cenotaph was lit by pale  
sunshine as wreaths, crosses and poppies  
were placed in tribute, an act of homage  
that was echoed, in public and in private,  
et memorials and churches and cemeteries  
throughout the land and across the world.  
The Queen laid her wreath of red pop-  
pies on behalf of the people. Then the  
Duke of Edinburgh, the Prince of Wales  
and Prince Michael of Kent laid theirs,  
watched from the balcony of the old Home  
Office by Queen Elizabeth the Queen  
Mother, King Olav of Norway and other  
members of the British Royal Family.  
Wreaths were laid by Mr James  
Callaghan, Mrs Margaret Thatcher and Mr  
David Steel. Dr David Owen, the Foreign  
Secretary, laid one wreath on behalf of  
Britain's remaining dependencies and an-  
other for Rhodesia. The representatives of  
34 Commonwealth countries also placed  
tributes.  
In the afternoon several hundred  
Rhodesians, and supporters, marched to

the memorial to hold a service beneath  
a green and white Rhodesian flag.  
Later about 2,500 National Front mem-  
bers, accompanied by a strong police  
escort, marched to the Cenotaph. Anti-  
Nazi League supporters were held well  
back by the police, who had cordoned off  
Whitehall, and spectators were searched  
before being allowed into special pens on  
each side of the Cenotaph.  
In Belfast, in addition to the official  
gathering at the Cenotaph, a service of  
remembrance was held at the peace line  
separating Protestant and Roman Catholic  
parts of the city.

## Group call to curb football hooligans

An appeal to stamp out foot-  
ball vandalism has come from  
a group of business and pro-  
fessional people who have  
asked the Prime Minister to  
call an urgent meeting to tackle  
the issue.  
The group has produced a  
charter which contains a plan  
on checking on how football  
hooliganism.  
Mr Alan McCusker, a busi-  
nessman from Ipswich, who  
heads the group, said they were  
circulating hundreds of copies  
of the charter to encourage a  
meeting to formulate a national  
campaign to put an end to the  
appalling violence.  
The group wants a meeting to  
be called by Mr James  
Callaghan and attended by the  
British Insurance Association,  
the National Federation of  
Residents' Associations, the  
Football Association and the  
police.  
Mr McCusker said the group  
was formed after violence at  
the FA Cup tie between Mill-  
wall and Ipswich.  
In a letter to the Prime  
Minister members say: "It is  
vital to initiate a nationwide  
and coordinated campaign to  
remove the deep concern and  
horror of many thousands of  
ordinary people who feel that  
a near double-decade of ever-  
escalating violence and filth at  
soccer grounds, and indeed in  
society generally, is no longer  
tolerable".  
The charter advocates im-  
proved control at grounds by  
police, who should have their  
powers increased to deal more  
firmly with unruly behaviour.

# HOW TO REDUCE YOUR COMPANY'S FUEL BILL

Do you know that most small-to-medium  
size companies are wasting 10 to 15 per cent of all  
the fuel they use for heating, power and lighting?

Over 12 months that can cost a tidy sum.  
It could be the difference between making a profit  
and just breaking even.

And, even if you've already started to tackle  
the problem, you've a lot to gain by finding out  
how much energy you may still be losing.

Pin-pointing the wastage isn't that difficult.  
Especially if you take advantage of the Energy  
Survey Scheme.

All you have to do is fill in the coupon and  
we'll send you details of the scheme and a list of  
independent professional consultants.

When you've chosen a consultant, he'll  
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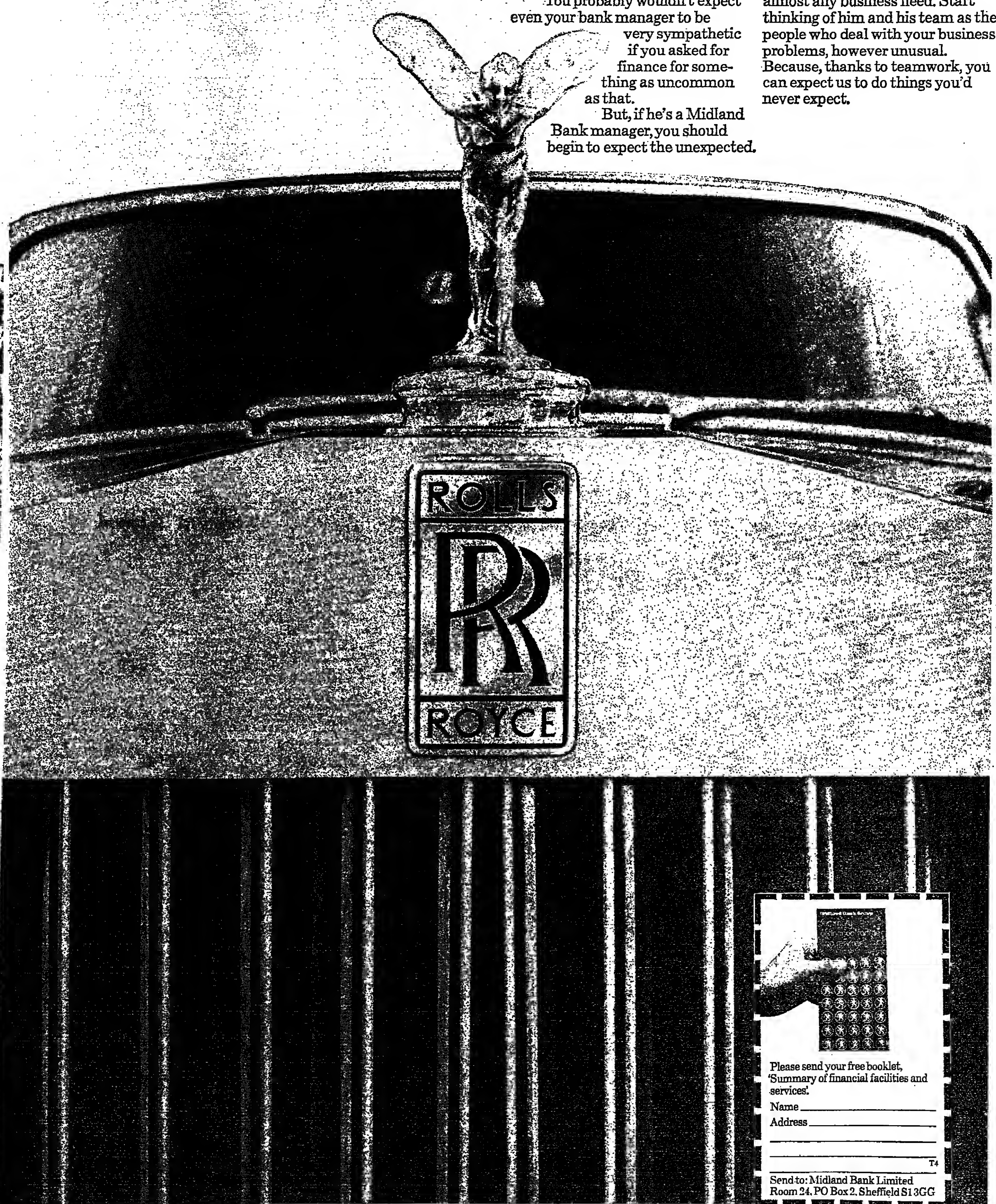
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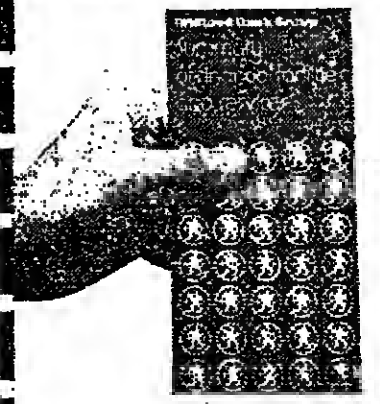
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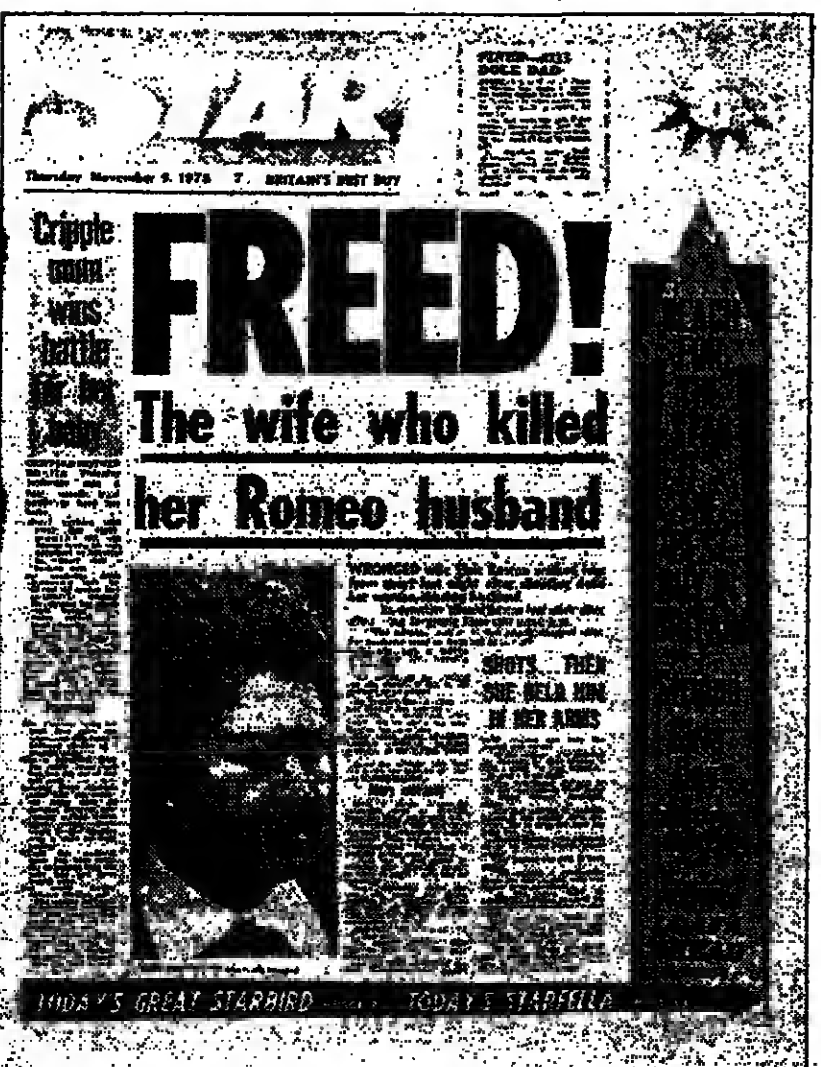
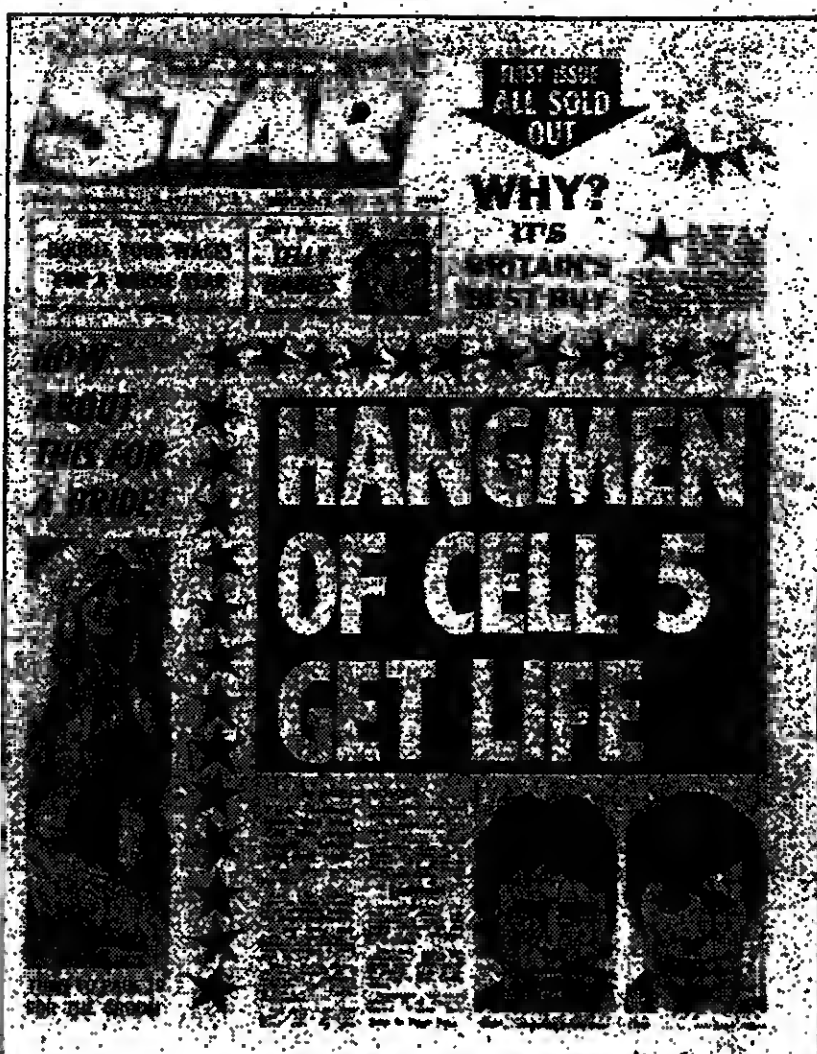


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## RSEAS

# Angry white farmers threaten burn crops if Zambia does not halt guerrilla attacks

France Pinal  
Zambia, Nov 12  
Angry white farmers threatened today to set fire to their fields and abandon the country if the Zambian government did not take action to end the guerrilla attacks.

The farmers, who are mostly of the Rhodesian guerrillas, are threatening to burn their crops if the Zambian government does not take action to end the guerrilla attacks.

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Nixon support for Shah: Mr Richard Nixon, the former United States President, telling an enthusiastic crowd at Biloxi, Mississippi, that the United States should support the embattled Shah of Iran in his struggle to survive efforts to overthrow him. "If the present Government falls, a new regime will be friendly to the Soviet Union and un-

friendly to the United States and other Western nations", Mr Nixon said.

Mr Nixon's foreign policy recommendations came during one of his rare forays into the spotlight since resigning the presidency in 1974. He also spoke about the economy and defence in his speech delivered on Veterans Day.

## Egypt's demand for timetable upsets Israelis

From Michael Knipe  
Jerusalem, Nov 12

The Israeli Cabinet today accused Egypt of placing new obstacles on the road to peace by making a demand that there should be a specific timetable for progress on the West Bank issue to link it with the Egyptian-Israeli peace treaty.

Such a demand exceeded the agreements reached at Camp David, Professor Yigal Yadin, the Deputy Prime Minister, said, but he discounted the idea that there was a crisis in the negotiations with Egypt.

The cabinet did not discuss a proposal by Mr Ariel Sharon, the Minister responsible for settlement issues, that a large urban centre should be built for Jewish settlers in the occupied Gaza Strip.

Mr Sharon is so avowed a believer in the need for Israel to expand into the occupied territories.

## Mr Teng fails to dispel Malaysian apprehension

From M. G. G. Pillai  
Kuala Lumpur, Nov 12

Mr Teng Hsiao-ping, the Chinese Deputy Prime Minister, left for Singapore today without removing Malaysian apprehension over his Government's attitudes towards the overseas Chinese and the underground communist movement.

Dato Hussein Onn, the Malaysian Prime Minister, told reporters that he had agreed with Mr Teng to disagree on these and other issues.

Mr Teng had said that the Chinese party would continue to support the banned Communist Party of Malaya while maintaining governmental ties with Malaysia.

"He told us that this is an important point of principle for China and to change it would have serious domestic and international implications", Dato Hussein said.

## Russians find martyr in US folk singer

From Michael Binyon  
Moscow, Nov 12

The Russians have discovered a new martyr to political oppression in the United States. For the past week the newspapers here have been full of expressions of solidarity with Mr Dean Reed, an American folk singer who was arrested recently for trespass during a protest in Minnesota against a nuclear power plant.

Igor Oistrakh, the violinist, Maxim Shostakovich, the conductor, and Maya Plisetskaya, the ballerina, are among a number of prominent Soviet musicians and composers who are reported to have sent a telegram to President Carter expressing their indignation over the "act of arbitrariness" against Mr Reed. They ask the President to use his influence to secure Mr Reed's release.

The 40-year-old singer, a frequent visitor to the Soviet Union and known for his left-wing views, is described as a "courageous fighter for human rights" and his trial is portrayed as a "judicial farce".

Special correspondents for the Soviet press have been sent to Minnesota where he and nine others are on hunger strike in prison because they have refused to pay bail. Reports of their trial have been included in the main evening news bulletins.

Tass said that the "disgraceful farce of a trial" was staged by the authorities to deal a blow to the growing movement of the rural population in Minnesota against the exploitative policy of large corporations. Its "markedly political character" soon became clear, defence witnesses were "rudely interrupted" and the prosecution had already pronounced Mr Reed guilty.

Tass added that American justice was again trying to make short shrift of those who supported civil rights and came out against social injustices. "It is becoming increasingly clear that the noisy propaganda campaign about mythical human

rights violations in the socialist countries is nothing but a smoke-screen, a clumsy camouflage of the systematic and gross encroachment on the Americans' basic rights."

Stung by Western reporting this summer of the trials of dissidents, the Russians have lost no opportunity to describe the oppression of "dissidents" in the United States, and have vigorously championed the causes of a number of Americans arrested on various charges.

Their longest campaign was on behalf of John Harris, a black man imprisoned for rape and convicted of murdering a prison guard. He was said to be a fighter for civil rights in America. But evidently Mr Dean Reed, who is popular here and once lived in East Germany, is a more appealing figure to the Soviet public.

The trial will open in Armenia on Wednesday of Mr Robert Nazaryan, one of the founders of the dissident Helsinki human rights monitoring group there. Mr Nazaryan, who has been in pre-trial detention for almost a year, is charged with anti-Soviet agitation and propaganda. He faces a maximum sentence of seven years' imprisonment followed by five years of internal exile.

News of the trial date was given in Western correspondence by Professor Andrei Sakharov, the nuclear physicist, who said he had received word from Yerevan, the Armenian capital, Mr Nazaryan was arrested last December.

The Armenian Helsinki group, founded in April, 1977, was one of several set up in the Soviet Union to monitor Soviet compliance with the human rights provisions of the Final Act of the Helsinki Conference on European security in 1975. Three of its leading members—Mr Alexander Ginzburg, Dr Yuri Orlov, and Mr Anatoly Shcharansky—were tried and sentenced to long terms of imprisonment earlier this year.

## China announces big harvest despite drought

Peking, Nov 12.—China said today it had beaten the country's worst drought in a century and brought in a bigger harvest than last year.

The New China news agency said the drought affected more than 100 million acres of farmland in the valleys of the Yangtze, Hwai, Yellow and Haiho rivers. But with the help of millions of city-dwellers and by switching from rice to other crops, peasants had increased the harvest.—Reuter.

## Abducted sherry heiress is freed by police

Mexico City, Nov 12.—Police yesterday freed the kidnapped daughter of Señor Pedro Domecq, the sherry magnate, without a shot being fired.

Police said five of her abductors were held in the raid on a house in Mexico City, but one escaped.

Señora Brianda Rodriguez, aged 35, said afterwards that she had been seized 11 days ago, but not harmed. Her family had not paid the \$1m (£500,000) ransom demanded.—Reuter.

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## OVERSEAS

# South African judge who disclosed scandal details has police guard after petrol bomb incident

From Ray Keeney  
Johannesburg, Nov. 12

Police have mounted a guard on the home of Mr Justice Anton Mostert, who disclosed details of the South African Department of Information scandal, after a petrol bomb attack on a house near by early yesterday.

Meanwhile, Dr Connie Mulder, former Minister of Information, who last week resigned as Minister of Plural Development (Black Affairs) because of the scandal, said this weekend that he was stepping down as leader of the National Party in the Transvaal.

Today Mr Justice Mostert said the police had indicated they thought the arson attack could have been meant for his own home. If that was so, he said, "then this entire matter becomes a sadder and sadder episode in the history of this country."

The crude "Molotov cocktail" in a large soft-drink bottle, damaged the home of Mr Pierre Roux, a lawyer, who lives about 200 yards from Mr Justice Mostert in Pietermaritzburg. Neighbours said strangers often confused the two houses.

The device set fire to the thatched roof of the airport. Two cars were damaged, but nobody was hurt. The blaze was extinguished before it

spread to the main part of the house.

Mr Justice Mostert said he was shocked by the incident. He had not received any threats or abusive calls since he published evidence given to him about the Department of Information, although the thought of death had crossed his mind. "I realized there is nothing I can do about it. You accept the inevitable and carry on as before," he said.

Mr Justice Mostert was dismissed by Mr Pieter Botha, the Prime Minister, last week from a commission of inquiry into foreign exchange irregularities after he had disclosed evidence that large amounts of public money had been misappropriated by the Information Department.

The dismissal, which has been condemned at large opposition protest meetings in several cities, was described this weekend by the Johannesburg Bar Council, the leading legal body in the country, as a serious misuse of executive power.

Mr W. H. R. Schreiner, chairman of the council, said in a statement that judicial independence provided some check on the abuse of executive power.

"Consequently, it is highly undesirable that the proceedings of a judicial commission should be prematurely terminated, more particularly when it begins to appear that

those proceedings may in some way affect the interests of the Government of the day or some of its members."

It was a Transvaal party leader that Dr Mulder came within six votes of becoming prime minister when Mr John Vorster resigned the post in September. He remains MP for Randfontein, near Johannesburg, where supporters greeted him last week with a guard of honour singing a hymn.

Both his friends and foes believe he will not return from politics. Mr Colin Eglin, leader of the official opposition Progressive Federal Party (PFP), said this weekend that Dr Mulder represented an orthodox "Verwoerdian" point of view on black-white relations shared by many Nationalists in the Transvaal. Mr Eglin forecast an eventual split among Transvaal Nationalists.

Mr Hendrick Schoeman, the Minister of Agriculture, has said he will stand for the Transvaal leadership post, and Mr Stefanus Botha, the Labour Minister, is also willing to stand.

Dr Andries Treurnicht, the right-wing Deputy Minister of State Training (black education), is also reported to be considering running for the post. Although he is junior in rank to the other candidates, who are all Cabinet ministers, he has "Verkrampste" (ideologically conservative) support similar to that of Dr Mulder.

## Prisoners of conscience



### South Korea Lee Yong Hui

By Clifford Longley

Mr Lee Yong Hui was sentenced to two years' imprisonment by a South Korean court this summer for translating into Korean articles by Professor J. K. Galbraith and other Western writers.

Under the laws of the Republic of Korea, it is an offence to "benefit an anti-state organization"; that was interpreted by the Korean Supreme Court as including articles and other writings.

The articles he translated were on China. He argued at his trial that his intention had been to widen intellectual horizons in South Korea by making known the findings of Western scholars who had visited China, and said that some of the articles had already been published in Korea.

Mr Lee's original sentence of three years was reduced on appeal to two. Mr Paek Nak-chong, his publisher, was sentenced to one year's imprisonment. His appeal has apparently not yet been heard.

## SPORT

## Cricket

## Randall back in his spiritual home and England the better for it

From John Woodcock  
Cricket Correspondent  
Melbourne, Nov. 12

Heavy overnight rain prevented any play here on the third day of the match between an England XI and Victoria. This is typical of Melbourne's weather for the time of year and it means that the match will now almost certainly be drawn. With one day left the England XI have made 174 for the first innings and Victoria's first innings total of 254.

Randall and Brearley took the opportunity yesterday of putting some runs under their belt; and, unfortunately, did not. For Randall it was like returning to a spiritual home, and he and his supporters clearly enjoyed it. He saved so many runs in the field and has such a following in Australia because of his great innings in the Centenary Test match that an England side with him in it becomes at once potentially more resilient and attractive.

Brearley's 73 not out was a characteristic innings. Having survived a close call for leg-before against Australia's bowlers, he scored, he applied himself with great care in the business of establishing his credentials. Against the best spin of Egan who was given an unbroken spell of three hours 20 minutes, Brearley seemed inhibited by the fear of getting out, but he was a long hop or full toss came along he viewed it with unwarranted suspicion. Nor did he let a decision not to play the stroke or anticipate the bowler. But he made his best score since January and that can only be good.

Gooch's scores against South Australia and Victoria of four, 23 and three gave a sense of what he may go on to achieve. However, he is running into the trouble. He can only expect two, perhaps three, more class innings before the first Test match. Should he feel in those I can visualize an England batting order in which he would be a valuable asset.

Brearley goes in with Gower, Radley and Botham. Yesterday Radley welcomed the crowd by a pitch which drew the teeth of Hurst and Cullen. It is so peaceful and the outfield so long and slow that it would not be a surprise to see a match really moving. We shall all hope for something faster and more stimulating in Sydney on Friday.

As at Adelaide against South Australia the English spin bowlers fared better than the faster bowlers. In the two first class matches so far for Victoria, the spinners have taken 10 wickets, Lever four and Old two. Embury will have been encouraged by finishing yesterday with the spinners.

With the spinners, Yardley has pulled a hamstring. Yardley has pulled a hamstring. Yardley has pulled a hamstring. Yardley has pulled a hamstring. Yardley has pulled a hamstring.

After ruling himself out from playing for Australia, Thomson is reconsidering his decision not to play for Queensland again. A Boycott-Thomson confrontation is therefore on the cards at Brisbane next Friday week. It would be a pity if they were to play somewhere in Australia this winter. Australia's selectors suffered another setback today when Bruce Yardley was carried off the field in Brisbane where he was playing for Western Australia against Queensland. He was pulled off the field by a hamstring injury. Yardley has pulled a hamstring. Yardley has pulled a hamstring. Yardley has pulled a hamstring. Yardley has pulled a hamstring.

## Tennis

### Gullikson's best win earns place in final

Stockholm, Nov. 12.—The American Tim Gullikson, seeded fifth, won his first semi-final of the Stockholm open tournament today, beating the local favourite, Gullikson only lost his serve once to Fikak during the match to take his place in tomorrow's final. This was his best match this tournament, having lost his first two matches. He really surprised the prize of £780. The favourite for the title of £18,200 first prize will be the American, Vitas Gerulaitis, who defeated Gullikson in the first round.

Gullikson, who has never played Fikak before, smashed two aces from close to the net and counter-attacked some of his opponent's executed lobs.

In the other semi-final, the Wimbledon champion, Bjorn Borg, defeated the local favourite, John McEnroe, in a closely fought match. Borg won 6-3, 6-4 and later wasted a match point in the second set to make it a complete hash.

"I was really surprised," said Borg, "to see the left-handed Whiteford. I deserved to win."

## Rugby League

### Australian experiment produces the right result

By Keith Macklin

Experiment was in the air at Knowledge Road yesterday as the Australian experiment produced the right result. The reverse was the case.

They are remarkably fit, and this served them in excellent stead yesterday when the injury to Schubert reduced them to 12 men, with both substitutes already on the field. Price thrust the ball over the top and Cronin, who had come on as a substitute for Rogers, converted. The reverse was the case.

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Cronin's two penalties increased Australia's lead and must also have given the centre some hope of retaining an international place. The reverse was the case.

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Brearley... best score since January.

Victoria lost their last five wickets for 43 runs, two to Embury and one to Gower, but a quick run out from short midwicket by Gower, who hit the bowler's stumps with one of his off-spinners, saved the match from being unproductive for the touring side.

News from the Packer camp is that they have made a bid to start their first effort to corner the market outside Australia. For the past week they have been playing in New Zealand, on bad pitches and before small crowds.

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## Hockey

## Surrey en route to a war of attrition at a stroke

By Sydney Friskin

Ken 2  
A great deal of labour was involved in deciding the age of the county hockey championship at Bromley yesterday. Surrey went into two penalty strokes before Surrey's goalkeepers, Ken, kept the Surrey goal shut. The score of the first of the match was 1-1.

Whether the energy spent is debatable because Surrey's goalkeepers, Ken, kept the Surrey goal shut. The score of the first of the match was 1-1.

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## Polish feast revived by Church

Warsaw, Nov. 12.—The Polish Catholic Church yesterday revived a patriotic holiday with commemorative services throughout the country and a demonstration in Warsaw on the sixtieth anniversary of the restoration of Poland's independence.

Soldiers guarding the Tomb of the Unknown Soldier in Warsaw where the demonstration gathered last night stood at attention as the crowd chanted slogans as: "Respect human rights" and "There is no bread without freedom, we want independence."

The crowd, including many young people, placed wreaths on the tomb, sang the Polish national anthem and warmly applauded the names of Pope John Paul II and Cardinal Wyszyński, the Polish Primate.

This was the first time since the Second World War that November 11 was publicly celebrated as the anniversary of the restoration of independence.

Speaking to a crowd of some 10,000 at St John's Cathedral here last night, the Auxiliary Bishop of Warsaw, Mgr Bronisław Dabrowski, said that "the Polish people attach great importance to the date of November 11" as the day Poland recovered its freedom.

Commemorative plaques were unveiled at several Warsaw churches honouring national heroes ignored by the communist regime, such as Marshal Jozef Pilsudski (1867-1935).

In his sermon, Mgr Dabrowski said that "the social order should be based on respect for human rights and the right of the Church to preach the word of God."

Commemorative Mass was celebrated in every church in Poland. Government authorities did not interfere with this show of strength on the part of the Church.—Agence France-Press.

## Soldiers cleared

Bloemfontein, Nov. 12.—Lieutenant Marcus Ellis, a South African paratrooper, and Mr Lancelotti Gordon, a former corporal, were cleared of blame for the death of a national serviceman after he was beaten with tennis shoes.



Tina Charles from Britain singing the song "Love Rocks", which was joint winner of the World Popular Song Contest held in Tokyo

## Hungarians become new chess olympiad champions

Buenos Aires, Nov. 12.—Hungary has won the twenty-third chess olympiad with a 3-1 victory over Yugoslavia in the final round of the tournament.

The Soviet Union, managed only 2.5 to 1.5 victory over Holland, ending the tournament one point behind the Hungarian team.

The United States team met Switzerland in the final round and Victor Korchnoi playing for Switzerland won his match, while three other matches were adjourned until today.

The Soviet team, with two former world champions, had consistently won the olympiad for almost 20 years, but they had a poor night yesterday against Holland with Boris

Spassky, the former world champion, drawing against Holland's Jan Timman in 23 moves. After a clear advantage early in the match.

Hungary's win, the first in 50 years, was a decisive victory over a tough Yugoslav team. Lajos Portisch drew with Yugoslavia's Svetozar Gligoric in 30 moves, while Zoltan Ribli beat Ljubomir Ljubojevic, of Yugoslavia, in 49 moves and Gyula Sax, of Yugoslavia, beat Aleksandar Matanovic in 32 moves.

With the Hungarian team's victory assured, Israel's team drew with Boris Ivkov.

In the women's tournament, the Soviet Union won by a wide margin. Their four women did not lose a match throughout the 14-round tournament.—UPI.

Standard chess, the thirteenth round were: 1. Hungary, 34.0 pts; 2. Soviet Union, 33.5; 3. United States, 32.0; 4. West Germany, 31.5; 5. Israel, 31.0; 6. England, 30.5; 7. Yugoslavia, 30.0; 8. Switzerland, 29.5; 9. Canada, 29.0; 10. Poland, 28.5 pts each.

## Kenya tries to extradite police chief from Sudan

From Our Correspondent

Nairobi, Nov. 12.—The Kenyan Government is seeking the extradition of Mr James Mungai, the Rift Valley provincial police commander, who is reported here to have crossed into Sudan from northern Kenya. An arrest warrant issued by the High Court here is being forwarded to the Sudanese authorities.

Mr M











# JORDAN

a Special  
Report

## Seats booked solid for summer

by Michael Binyon

For much of this summer there was not a seat to be had on any aircraft out of Amman. All were booked solid for weeks in advance. Jordanians in their thousands were travelling to Europe, America and elsewhere in the Middle East. An almost equal number of tourists from neighbouring Arab states were travelling to and from their holidays in the Hashemite Kingdom. One had only to go to Amman airport to see that Jordan has never had it so good.

The country's material prosperity is plain for both its citizens and visitors to see. The building boom shows no signs of slowing down; land prices in Amman have already made many shrewd investors millionaires. The traffic jams that choke the centres of big cities and the sheer numbers of expensive foreign cars point to an ever-growing sector of the population with plenty of money to spend. The display of imported goods in a burgeoning number of boutiques on the fashionable hills of the capital begins to resemble Beirut in its heyday.

Signs of private wealth are all around. But even government projects show that the country once appeared to live off international charity now has a healthy budget for such things as water purification plants, a new international airport, new roads and schools, irrigation works and tourist development.

The source of this money is not hard to find. Jordan is now reaping the reward of its exports of educated manpower. Having had a good educational system for many years (helped by the United Nations schools and colleges for Palestinian refugees) the country now sends thousands of graduates and technologists to work in Saudi Arabia and the Gulf. The substantial remittances sent back swell the family coffers and the state budget.

At the same time Jordan has benefited from the debacle in Lebanon, though Amman can never rival Beirut as a regional centre—and does not really want to—it has still managed to pick up quite a bit of business and about a hundred foreign firms have now registered their headquarters there.

Some of the Arab tourists who used to spend the summer in Lebanon now go to Jordan, bringing their money with them. Some airlines that used to stop in Beirut are now rerouted through Amman. And thanks to a surprisingly open advertisement campaign overseas telling tourists they can freely cross from Jordan into Israel and back again, Jordan has retained a fair share of the pilgrim trade.

Jordan has also benefited financially from stability. What international bodies such as the United Nations agencies and the International Monetary Fund appreciate most are projects that are properly prepared and costed. Jordan's relatively well-trained and durable civil service has been able to present these, and political stability has ensured that projects are carried through.

The result is that the country receives development aid from almost every international agency imaginable. And foreign governments have been tapped in much the same way. Even Britain, one of Jordan's old and long-standing benefactors, has just announced a £2m loan for water projects in Amman.

The country is now in the rare and enviable position of having fairly good relations with all its Arab neighbours. Money is again flowing into the state treasury from Saudi Arabia and the Gulf. A substantial sum in development aid is even promised from President Muammar Gaddafi, once King Hussein's sworn enemy.

On top of all this, Jordan's one large-scale natural resource—phosphates—has seen a welcome increase in price on the world market. The country has ambitious plans for increasing phosphate production over the next 10 years.

But all this prosperity brings dangers. Inflation has remained uncomfortably high, and the price of basic food has increased sharply. Unfortunately the wages of the poorer sections of the population have not kept pace, and the gap between rich and poor is becoming dangerously wide. With the example of the redistribution that overtook the wealthy Lebanese ever before their eyes, Jordanian intellectuals and some political figures are worried that untrammeled development could lead to severe social problems.

Already, for example, there is a noticeable difference between the standards of living in Amman and in Zarqa, Jordan's second largest town. If anything, Zarqa has gone backwards, in recent years. A large number of immigrants from the countryside have been telling the resources of what was once just an army camp, and has led to unsightly and uncontrolled expansion.

The city council is bankrupt and members were suspended by the central Government. Municipal services are almost non-existent. And, whereas Amman impresses the visitor by its cleanliness, Zarqa has nothing to show but rotting rubbish all over the streets.

The other danger of prosperity is that political development has not kept pace. King Hussein has been remarkably successful in reuniting in harmony the various elements of the population after the upheavals of only a few years ago. But the royal court retains almost absolute power. The press is tightly controlled and formal opposition is hardly tolerated.

The Government does worry that too much emphasis on material acquisition will spoil the country; that the younger generation will receive only the brashness and least admirable offerings of Western industrial culture. Emphasis is being placed on catering to the Jordanians' physical and cultural needs. A new royal theatre is soon to open, a new university has been deliberately situated away from Amman near Irbid, to cater for the cultural needs of the north of the country; and sports facilities are high on the list of public priorities.

Television, while screening an enormous quantity of British and American police series and comedies, does also broadcast plenty of traditional and modern Arab music and drama.

Worries about the development of culture, traffic chaos, the development of political institutions are those of an increasingly advanced society. Jordan now has a distinctly urban and worldly feel to it. Romantics might regret the passing of a poorer, quieter, more naive society, but Jordanians can only be impressed by the way they have been able to achieve so many of their development goals in the past few years against the economic and political odds.

the rival Camp David and Baghdad myths, Edward Mortimer explores the significance of the kingdom's stance in the Israeli-Palestinian deadlock

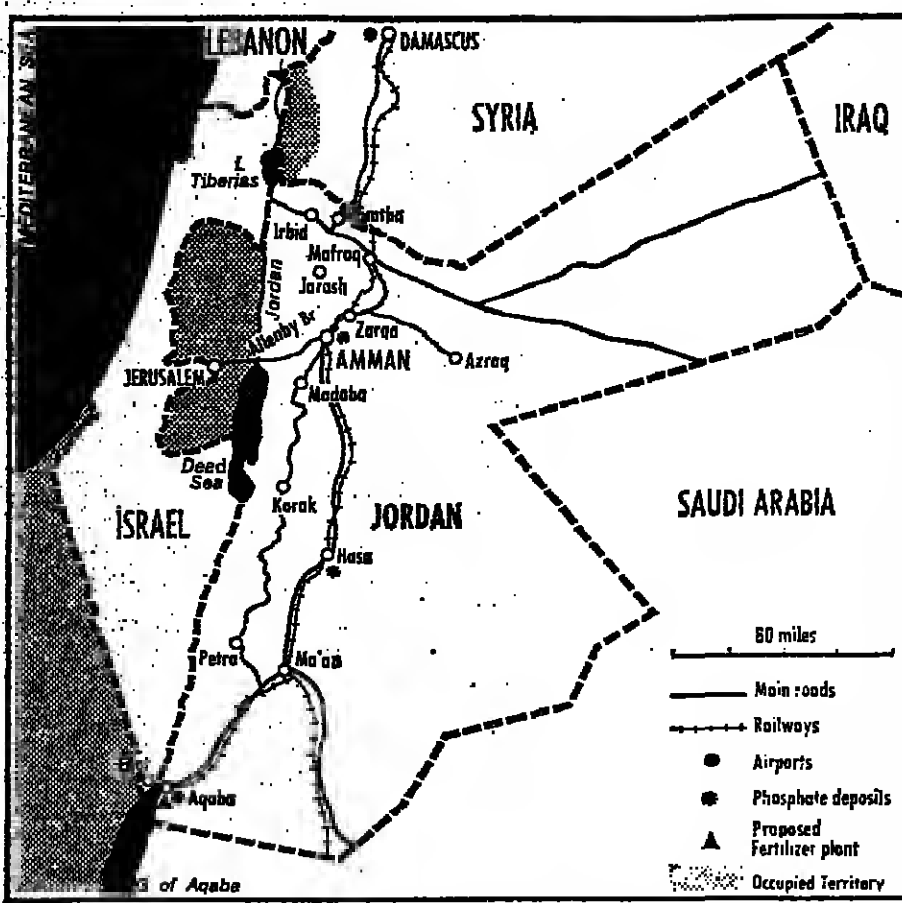
## King can play key West Bank role

David agreement... King Hussein accepted this only with great reluctance, arguing that it was unrealistic because while Israel might, under American pressure, be persuaded to give the West Bank back to Jordan, it would never hand it over to the PLO.

He accepts at least a share of responsibility, with the other Arab "confrontation states" (Egypt and Syria), for the recovery of lost Arab territory and especially Jerusalem. And he has dropped hints that, while he is no longer pushing his claim to the West Bank, he does expect that the Arabs will find it impossible to recover it without him. Consequently he is ready to play a role in negotiations if and when called on to do so by the Arabs, including the Palestinians themselves.

Events since 1974 have gone some way to prove him right. Israel has stolidly refused to deal with the PLO. It is probable that President Sadat privately agreed with King Hussein in 1974 about the impossibility of getting Israel to negotiate with the PLO and the need for Jordan to retain responsibility for the West Bank's political future. At that time, however, he was unwilling to go against the rather euphoric Arab agreement in favour of the PLO.

Even after his visit to Jerusalem last year, he kept insisting publicly on the need for an independent Palestinian state. But he no longer mentioned the PLO by name, and last spring he came out with a new proposal: that during a five-year transitional period after Israeli withdrawal Jordan should resume control over the West Bank (and Egypt over the Gaza Strip), pending eventual Palestinian self-determination.



The "framework of peace in the Middle East" agreed at Camp David between Egypt and Israel, can be seen as a modified version of this proposal. In it Jordan is invited to join negotiations on the details of a transitional arrangement for the West Bank and Gaza, to provide part of a "strong local police force" to co-operate with Israeli forces in joint patrols and in the monitoring of control posts, and to negotiate, along with Egypt, Israel and "the elected representatives of the inhabitants", on "the final status of the West Bank and Gaza and its relationship with its neighbours".

Meanwhile Jordan would also take part, with Egypt, Israel and the proposed transitional "self-governing authority" of the West Bank and Gaza, in a standing committee dealing with readmission to the West Bank and Gaza of persons displaced in 1967.

Jordan has been acutely embarrassed to find itself assigned such an important role by an agreement to which it is not party, and which is regarded by the rest of the Arab world as a monstrous betrayal. The

Government quickly issued a statement saying that it was not "legally or morally bound" by the agreement, and that it still insisted on full Israeli withdrawal from all Arab occupied territories, including Arab Jerusalem, and on "self-determination in full freedom" for the Palestinians.

But it also said that it would "conduct extensive and comprehensive contacts at the Arab and international levels in order to acquire a better understanding of facts and positions". Specifically, King Hussein addressed a number of questions to the United States Government about the implications of the Camp David agreement: what would be the extent of Israeli withdrawal (a) at the beginning, and (b) at the end, of the five-year period? Would the Israeli colonization of the West Bank continue, and if not would the existing Israeli settlements there be removed? What would be the future of Jerusalem?

The United States Government, in reply, has not been able to do more than suggest that, if Jordan and the Palestinians decide to implement the agreement, during the Baghdad summit,

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GENERAL MANAGEMENT: AMMAN, JORDAN

	In million Jordan Dinars		
	1976	1977	30.6.1978
CAPITAL & RESERVES.....	30	40	40
DEPOSITS .....	682	862	937
TOTAL ASSETS .....	1371	1522	1601

One Jordan Dinar = U.S. \$ 3.34

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## Armed Forces' discipline most impressive in Arab world

by Stanhope

quarter of Jordan's population is under the age of 15. In every seven adults, one is under the age of 15. In any one time in Jordan's history, the statistics reflect the age and geographical distribution of this tiny kingdom. The last century has been a stormy one for the Middle East in terms of a risk and some of its management. The Jordanian Air Force has also doubled its intercept force by adding a squadron of 24 F-5s in the existing squadron of F-16s. So some real progress is now being made towards the effective protection of Jordan's air space.

respect and some of its reputation by its defeat of the Jordanian civil war in 1970. Incurring the wrath of Arab allies like Libya and Kuwait who cut off their military subsidies as a result, but at the same time reaffirming the power of the central government. This deficiency has now been repaired by the purchase of 14 batteries of improved Hawk missiles from the United States. The decision to buy the Hawk was taken after Hussein visited Moscow two years ago to discuss the possibility of acquiring a Russian surface-to-air missile (SAM) system. The King's Soviet filtration ended, however, with the discovery that the Russian equivalent system would need 15,000 men to operate it—as opposed to the 3,000 involved in manning the improved Hawk network.

The Jordanian Air Force has also doubled its intercept force by adding a squadron of 24 F-5s in the existing squadron of F-16s. So some real progress is now being made towards the effective protection of Jordan's air space. The modernization of the Armed Forces is evident in a number of other directions too. The 61,000-strong army is, for instance, being mechanized as part of a general plan to increase mobility. Equipment now on order from the United States includes 100 M-113 armoured personnel carriers, a number of Vulcan 20mm anti-aircraft guns and M-110 203mm self-propelled artillery.

There is a gradual shift from towed to self-propelled guns as part of the new emphasis on rapid movement—and on helicopters and transport planes for the air force. Ten AH-1H and four S-76 helicopters are on order after purchases last year, and so is another C-130 Hercules freighter—although this will still leave the air force with only five Hercules.

Even with defence modernizing more than 15 per cent of the country's gross national product—a percentage borne only by Israel and Syria in the Middle East—Jordan would be hard pressed to carry out all the modernization programmes planned. One scheme to refurbish and increase the fire of the Army's American M-60 tanks will absorb \$100m on its own.

The latest edition of *The Military Balance*, published by the International Institute for Strategic Studies, credits the country with total armed forces of 67,850. The army, therefore, is by far the largest and most powerful element. It incorporates two armoured divisions and two of mechanized infantry, three battalions of special forces and two anti-aircraft brigades—who man the new Hawk missiles. Apart from 180 Centurion tanks, 140 Ferret scout cars, 120 Saracen APCs and 110 old 25-pounders, the military equipment is now predominantly American.

The 6,650-strong air force, which is particularly the creation of King Hussein, has 76 combat aircraft which, again, are mainly American. Apart from the intercept squadrons, cargo and training aircraft, there is one fighter-ground attack squadron and one operational conversion unit, equipped with F-5s. The Jordanian Navy consists of only 200 men and up to 10 small patrol craft, based at Aqaba.

The Armed Forces reserves total 30,000, according to *The Military Balance*, and there are 10,000 paramilitary forces, including 3,000 mobile police and 7,000 civil militia.

There are training centres for most military skills, even junior training establishments, similar to those in Britain, which boys can enter at the age of 13. They then join the adult ranks at the age of 18 after an education which brings them up to a standard not far below that of the O level in Britain. Officers attend cadet schools modelled along the lines of Sandhurst and Cranwell. The brightest and the best after the first year are then sent to Sandhurst and Cranwell to continue their studies in Britain.

But the most telling compliment that the Jordanians could wish for is that paid to them by Israeli Armed Forces—who regard them as the most efficient troops, man for man, among their Arab adversaries. The Jordanians hope for their part that the compliment will be still better merited when their present programme of force improvements is complete.

The author is Defence Correspondent, The Times.

## Education is vital industry

ope Turing

third of Jordan's population are students at university or training colleges. This is a population with a increasing number of active adults, focuses on the range of education in a country. no question that are recognized by in, Crown Prince to is closely connected much of Jordan's development Jordanian Government administration.

twentieth century which still lingers in some other countries of that region. Suffering and danger have sharpened the Jordanians' perceptions and enlarged their experience. Their education is Jordan's most vital service and industry. This has been a high priority for years and the general educational pattern is comprehensive and practical. If there are problems and delays, as inevitably there are, these are due largely to the human factor.

Since 1964 the basic structure is that in Jordan free education is available to all and education is compulsory for the first nine years of schooling; in the elementary and preparatory groups aged six to 11 and 12 to 14. Girls and boys have equal opportunities to learn and there is no religious discrimination. Education is not usual in the main school grades but it exists in kindergarten (ages three to five), in the universities and several private schools. In some rural areas where there are still only a few girls attending school they are taught with boys.

Jordan encourages a strong private sector in all aspects of its social and economic life, and this is apparent in education. A little more than two thirds of the total school enrolment is at schools and institutes of higher education run by the Ministry of Education. One per cent is at special schools operated by the ministries of Defence, Public Health, Social Affairs and Labour, and similar departments.

The United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA) provides education about one fifth of the student population coming from the refugee camps. This is for the first nine years. Those refugee children who qualify for secondary education then go to Ministry of Education schools. Another 1 per cent studies at the two universities, the Jordan University in Amman and Yarmuk University in the northern governorate of Irbid.

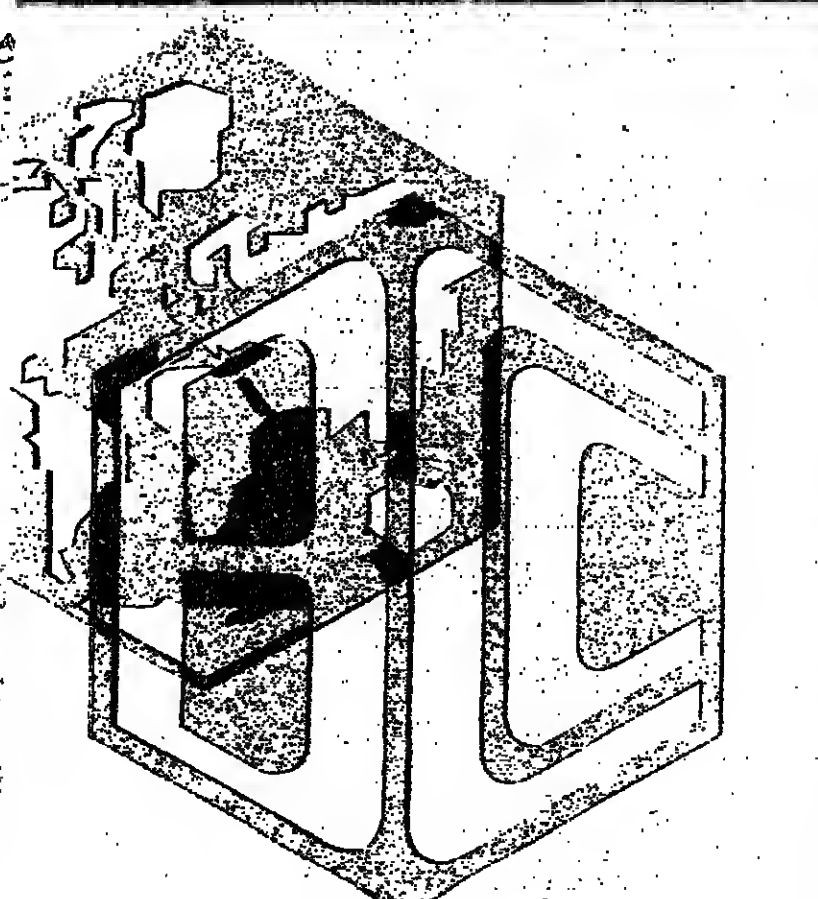
The remaining 10 per cent is at Jordanian or foreign private schools. Most of the foreign ones are run by religious orders. Some of the national ones are religious and some secular. Vocational training for boys starts in the preparatory grades (from 12 years old) when three of the 37 weekly class periods are devoted to it. In the rural schools this training is usually agricultural, in urban areas commercial or industrial. Girls at present the training of women for work outside the home has not filtered through to this early stage, but the numbers of girls attending schools are remarkably high considering that general education for women is a quite recent innovation in this part of the world.

During the 1975-76 academic year there were 67,388 boys and 48,220 girls in Jordan's preparatory schools. The five-year development plan 1976-80 embraces all sides of Jordan's life, and education naturally has a major place in it. One of its main aims is to achieve what has been provided for in legislation for the past 14 years—total compulsory education in the elementary and preparatory grades. The rest can be summed up as improving the quality of the existing educational structure both in manpower and equipment, and expanding secondary education in technical training.

With a growing number of pupils and extended education there is a major problem of accommodation. More than 60 per cent of the school buildings are rented. To replace old schools with up-to-date modern buildings would cost an estimated \$500m, a sum far beyond present budget possibilities. So for the next few years compromise solutions must be found.

One of these is the erection of prefabricated school buildings and, in the past year, plans have been put in hand for more than 30 of these, with nine gymnasiums, four of which will be large ones. As in other countries a shortage of teachers results in large classes where teaching must be directed to the average pupil and the backward or exceptionally clever child lacks special attention.

The success of Jordanian graduates has caused a problem of its own. It is estimated that the quarter of a million Jordanian doctors, professors or engineers are working in other countries in the Arab world, but more are needed at home to maintain and perfect the output of the education industry. At the end of 1977 there were six academic teacher training institutes in operation; three for men and three for women. In addition there are vocational and industrial institutes which provide training for teachers in agriculture, industrial and technical work.



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## Medical brain drain causes concern

Health services as well as other fields of social and economic development in Jordan are being extended and improved within the framework of the five-year plan 1976-80. Now, halfway through the period covered by the plan, some assessment of its progress is possible. Basically the plan is concerned with capital projects—hospitals, health centres, medical polyclinics—but it also covers the development of services both for curative and preventive medicine. During the first stages the accent has been on the immediate needs for curative treatment but now that a good deal of that work is in train, more emphasis is being put on the preventive sides: primary health care and instruction. The poster of health administration in Jordan is complicated because it is divided between the government civilian services, military services and the private sector, and the working of the plan has shown the need for closer integration and discussion between these wings at planning levels.

One step has been the reshaping of the Supreme Health Council under the chairmanship of the Prime Minister, with the Minister of Health as deputy chairman. Another is the establishment of a planning unit within the Ministry of Health which will coordinate health activities being carried out by government, military and private organizations all over the country. One serious problem in medical services as well as in other areas is the brain drain. Jordanian doctors and technicians are leaving the country to take up appointments in the Gulf and elsewhere. The high reputation of, and demand for, skilled Jordanians is good for the country's morale and so is the money they earn (though the expatriates' investment in land and property at home is one factor in inflation) but the King has remarked that manpower is the country's most precious possession and now the most highly trained are in short supply. The history of nursing in Jordan during the past 20 years is both interesting and checkered. As in other Islamic countries, there was much prejudice to conservative Muslim families against nursing as a profession for their daughters, partly because of the nursing of male patients but also because of the freedom of social life between doctors and nurses in hospitals.

For years the royal family and other social leaders have been doing a great deal to encourage Jordanian women to take up nursing as a vital and honourable calling, and much of the old prejudice has gone. However, there is still a shortage of trained and trainee nurses. It was in the army that the first steps were taken some 17 years ago to change public opinion on the question of nursing. Before 1961 there were no female nursing staff in military hospitals. The seven British ex-Army nurses, specially selected, were invited to come to Jordan and in show, socially as well as professionally, the role of highly-skilled women in this work.

It was decided that for a year no Jordanian girls would be recruited, to give the British pioneers time to establish their image. Then in 1962 about a dozen Jordanians were selected, all relatives of army officers. After that the Princess Muna College of Nursing was opened, and it claims to have been the first military college of nursing of university standard in the world. Amman has three major hospitals: the King Hussein Medical Centre, a military hospital which also provides treatment for the families of servicemen; the Al Bashir Hospital which comes under the Ministry of Health; and the University Hospital.

This last has changed its functions somewhat since it was originally planned. Opened in 1973 it was intended to be Amman's main civil hospital, but when the faculty of medicine was started at the University of Jordan it was converted into a teaching hospital.

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## Petra's tombs rise up like stage scenery

oline  
-Millson

ent city of Petra is  
most spectacular  
geological and geologi-  
cal Jordan. Lying to  
east of the moun-  
tain Harun, it is  
fortified by tower-  
elaborate ancient  
remains of the  
period. The prin-  
cipal road, now as then,  
is the long narrow  
valley of the Siq.  
The valley  
reveals the  
of the ruined city.  
The most promi-  
nent monuments  
are the tombs  
scattered among  
the hills. The city  
upside the valley  
intricate labyrinth  
of lead between  
eroded by wind  
to the most  
magnificent. The  
Deir, some 100  
giving some indi-  
cation of the vast scale of



The Deir at Petra is dramatically situated high in the rocks. Right: Petra's theatre.

of the old Edom  
by about 300  
Siculus, tells  
there were few  
in the city during  
years of the Naba-  
tean rule.  
The Nabateans  
lay on the main  
outlets from Egypt  
to the north and  
Mesopotamia.  
The routes came  
from the south,  
but the Nabateans  
gave the city their  
character. Under the  
Roman IV (8BC to  
106AD) the Nabatean  
influence  
had been briefly  
northwards, as far  
as the south.  
The Nabateans  
have been  
forthwestern Ara-  
bian Sala, and the  
sites of Al-Bida  
after an im-  
portant period  
first century AD.  
The Nabatean  
civilization  
in abrupt end in  
the army of  
Trajan con-  
quered the city slowly  
the Nabateans. We hear  
from the twelfth  
century it was briefly  
in the hands of the  
Crusaders, until  
the thirteenth century.  
Burckhardt, who  
discovered the Asso-  
ciation of the Deir  
in 1812, visited Petra  
in 1812, in the  
city, largely  
of two massive  
temples, which took  
the names of AD 106,  
which is left stand-  
ing in the valley.  
The most specta-  
cular remains  
are the gigantic

The tombs now become  
larger and in some cases  
more horizontal, culminat-  
ing in the Deir, which is  
strongly horizontal and has  
a total surface, approxi-  
mately the size of the west  
facade of St Paul's Cath-  
edral.

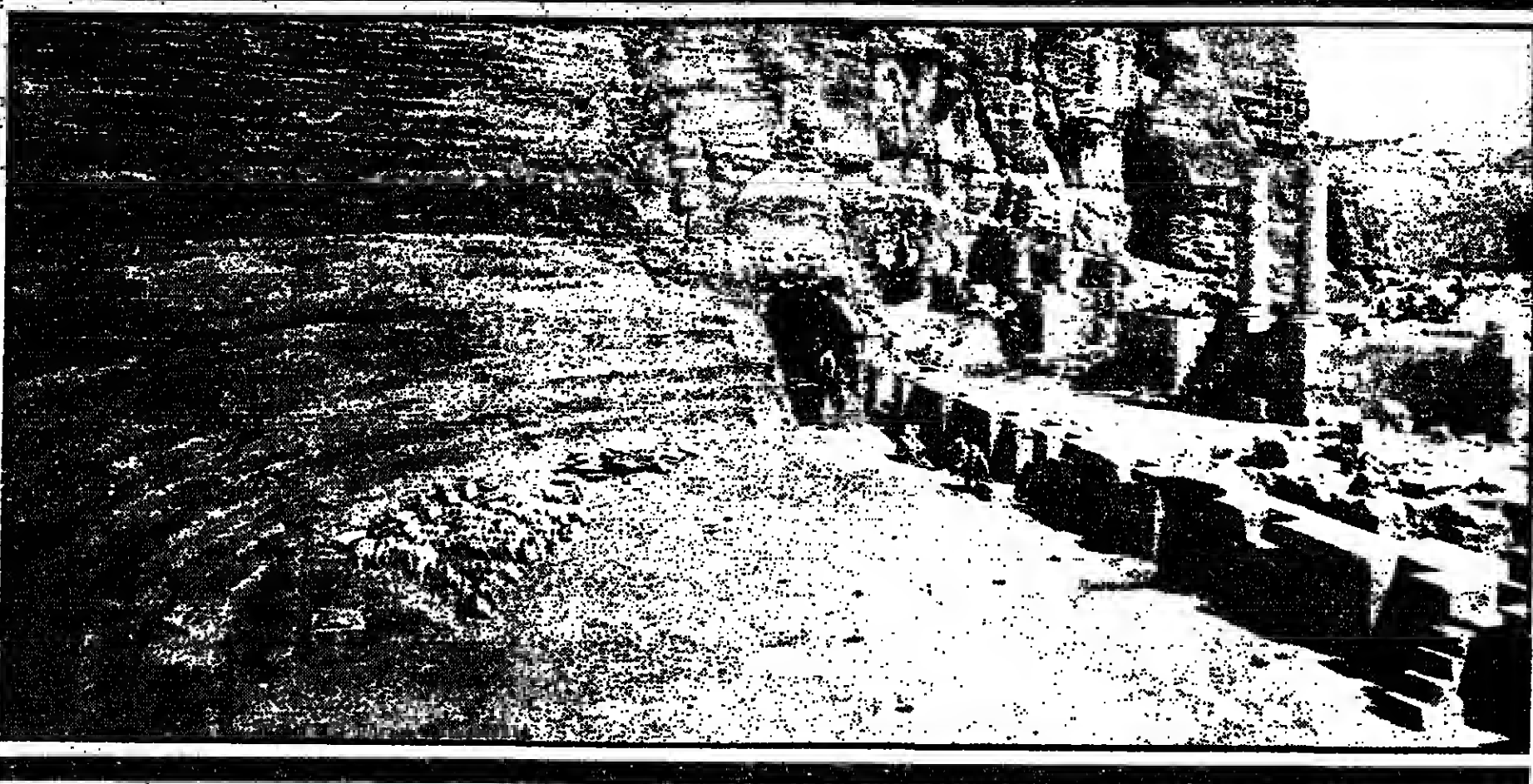
Classical decorative motifs  
abounded in the new style.  
We find alternating, curved  
and triangular pediments, as  
can be found on the splen-  
did palace tomb. Pilasters,  
including the pylon order,  
are used in profusion. Per-  
haps the most spectacular  
decorative feature of all are  
the huge broken pediments  
with the round colonnaded  
structures (tholoi), in the  
centre. A dominating fea-  
ture of the three great late  
classical tombs at Petra, the  
Colonnaded Tomb, the  
Khasne and the Deir.

Scholars have already  
pointed to the similarity be-  
tween these broken pedi-  
ments of the tombs at Petra  
and the famous Pompeian  
wall painting in the House  
of the Labyrinth. However,  
more recent research has  
drawn attention to a simi-  
larity in the Delphinion  
which was known to have  
had a colonnaded court, and  
the Nabatean Khasne, at  
Petra.

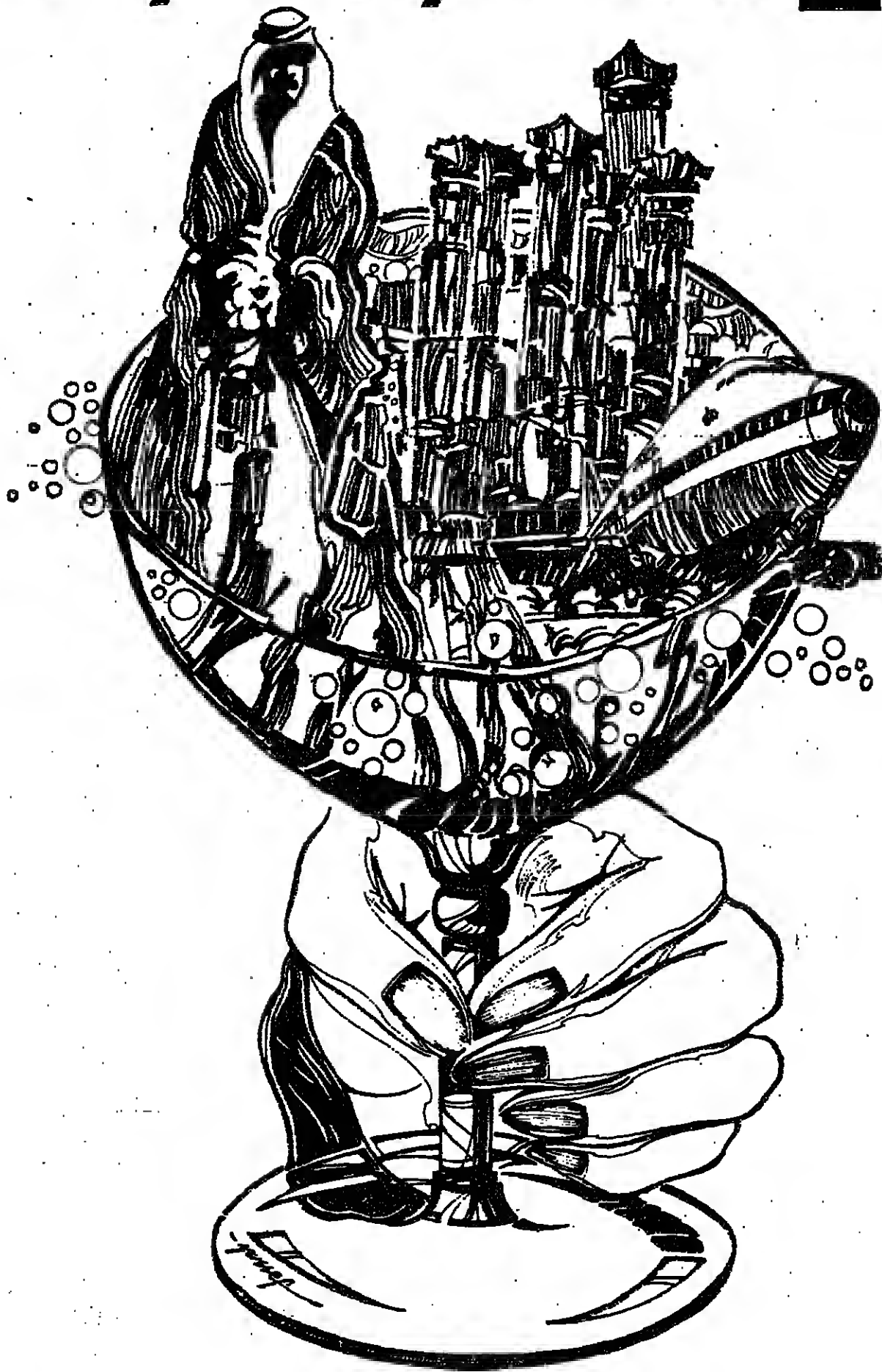
Both the Khasne and the  
Deir are believed to be late  
examples of the classical  
Nabatean style. They are  
profusely decorated, and  
placed in dramatic settings.  
No one can fail to experi-  
ence the violent visual im-  
pact made by the Khasne,  
when first seen, at the  
end of the Siq. The Deir,  
too, although located high  
up in the rocks, rises like a  
magnificent piece of stage  
scenery.

Burckhardt, quite rightly  
pointed out that "a travel-  
ler ought, if possible, to see  
everything with his own  
eyes". Petra is such a com-  
plex site that each visitor  
can make it his own.  
Edward Lear, the famous  
English poet, painter and  
cook, Giorgio, is recorded as  
having said: "O master, we  
have come into a world  
where everything is made of  
chocolate, ham, curry-  
powder and salmon".

Fortunately, today travel  
is easier than it was for  
Burckhardt or Edward Lear.  
Various tour companies in-  
clude Petra in their trips to  
Jordan. Perhaps their only  
fault is that they rush the  
tourist too much. Some com-  
panies offer a half-day tour  
of Petra, for instance.  
Ideally, a visit of two or  
three days should be made.  
If you wish to stay for a  
few days, you need no  
longer take a cook.  
There is a guest house  
near the entrance to the Siq,  
and there is accommodation  
of a simple kind, within  
Petra itself. Those who stay  
will find a more leisurely  
visit to this ancient site a  
most rewarding experience.



# SEE JORDAN and fly in style with alia



## Bedu life transformed into art

Stern

year the ancient  
tion of dance and  
ever left the  
Arabia for the  
the West. Always  
people, with a  
in care, the  
kept their dance  
for celebrations,  
coming of a chief,  
isoon or a marri-

strong spontaneous  
of song and dance  
existed. Happily  
with the European  
e Caracalla Dance,  
have had a taste  
authentic Arabian

Halim Caracalla  
many is now based  
enjoying royal  
explains why it  
so long to Bedu  
emerge. "It's  
a fine integrity. It  
is as shameful to  
for strangers what  
for himself among  
and friends."  
However, take this  
ing choreographer  
to fulfil his ambi-  
tion to create an au-  
thentic Arabian  
dance company. It  
ambition formed  
returned to Beirut  
at the London  
of Contemporary

origins would inspire audi-  
ences both in Jordan itself  
and among Arab peoples,  
they were encouraged fur-  
ther by his personal patron-  
age. After the difficulties  
and disillusionment of the  
Lebanese civil war, this dis-  
play of confidence from such  
an illustrious source revital-  
ized the company.

A European tour, which  
had long been a dream, be-  
came a reality when Sharif  
Fwaz Sharaf, Minister of Cul-  
ture, offered them his minis-  
try's sponsorship. Theatres  
in London, Paris and Madrid  
were booked for the autumn.  
The company seemed to find  
a much needed identity and  
their posters proudly carried  
the words "Under the  
patronage of His Majesty  
King Hussein of Jordan".

The 30 members of the  
troupe were all trained and  
rehearsed by Mr Caracalla.  
The 14 dancers and two solo-  
ists spent over two years  
practising and researching  
before they first appeared.  
Plies and bar exercises were  
interspersed with travels in  
the desert among the Bedu  
tribes.

The aim of the troupe had  
always been to present an  
Arab form of dance-theatre,  
with which Middle Eastern  
audiences could identify, but  
they felt themselves far re-  
moved from their own ethnic  
roots. To small groups they  
went to meet the tribes  
people, taking with them  
tape-recorders and cameras.

Later they returned as  
guests at marriages, home-  
comings and religious festi-  
vals, and watched and lis-  
tened, eventually joining the  
celebrations and learning  
steps and to play musical  
instruments as they went  
along. Abdul Caracalla described  
how they recorded all that  
they saw. "The vocabulary  
of Arabic dance is enormous.  
We learnt a gesture, a note,  
a way of expressing the  
psyche. And then the same  
thing would come again at  
another festival with differ-  
ent people. There was so  
much—too much—to absorb."

For the company the  
nights spent among the  
Bedu were almost magical.  
At first they were laughed at  
when they tried joining in  
with the dancing and singing,  
but gradually they were  
accepted.

"We went to see the life.  
But we could not get past  
the dogs in the beginning or  
gain the people's confidence.  
They thought we were mad,  
that it was a hobby for us  
—I don't know. But later  
they taught us much. How  
to wrap a headdress and how  
to wear their jewelry."

"An old woman would  
take the girls to the barem  
and there they learnt to  
dance. Away from the eyes  
of the men. They learnt  
many secrets too. How to  
welcome the bridegroom on  
the wedding night, under  
which corner of the pillow  
hide the jewels that are part  
of the dowry and at which  
precise moment to reveal  
them."

But the Caracalla Dance is  
not a purely ethnic company.  
It adds to the ancient tech-  
niques a Western form,  
necessary to communicate  
the Bedu imagery not only  
to Western audiences but  
also Europeanized Middle  
Eastern audiences. Similarly  
the music uses authentic  
forms and instruments but  
has been given modern  
orchestrations to describe the  
atmosphere of the camp-  
ments—complete with the  
sound of the dogs and the  
ringing of the sheep bells.

The interest shown to Jo-  
rdan in this company is part  
of a cultural awareness that  
has begun to grow in the  
country. A national theatre,  
the Royal Theatre of Jordan,  
is being built in Amman—  
with technology and equip-  
ment from Britain. It will  
open in the spring of 1979  
and the first performance  
will be a specially written  
new ballet from Caracalla  
Dance.

Mr Caracalla said: "I  
have been planning this bal-  
let since I stayed in Mr  
Sharaf's house. I spent hours  
reading his books of Jor-  
danian folklore and the new  
ballet is purely Jordanian—  
for Jordanian audiences."

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# Prince Charles at 30



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Once the candles on the cake take more than a glance to count, birthdays become rites of passage more fun for the spectators than the celebrant. There is nothing special about the number 30, except that it seems to some of us a goldenly youthful age to be. The Prince of Wales wanted no fuss made for his thirtieth birthday. As he should have known, the media and royalty-watchers avid for a royal occasion have frustrated his wish. One of the burdens that a royal runner carries in the great handicap of life is that he cannot pass another year-post without a great deal of personal comment from the stratosphere. The Prince is also haunted by his injudicious throw-away line three years ago that he considers 30 about the right age to marry.

His birthday, tomorrow, is going to be just another routine day in the everyday life of royal folk. In the morning he is giving sittings for portraits. All 170 organizations of which he is president or patron want to have their own individual portraits. Sitting still does not come easily to Prince Charles. He tends to fall asleep. After that he goes across the road to Victoria Station to meet the President of Portugal; then lunch with the Portuguese and British suites; then to Regent Street to turn on the lights in time for Christmas, and cut a birthday cake; then the state banquet. On Wednesday his parents are giving him a dance for 350 people at which a traditional dance band, a steel band, and the Three Degrees will provide the night away.

His thirtieth birthday catches the Prince not at a crossroads, but in the slow lane of a straight part of the motorway of life. He is still working out his life since he left the Navy, perhaps too soon. He sometimes seems busy without having found a role. Last year he was fully occupied with the Jubilee Appeal. This year he has undertaken a complete round of royal engagements, concentrating on areas of particular interest to him. At his last programme meeting to plan his life for the next six months he had requests for more than a thousand engagements to consider. He is continuing the conscientious task he has set himself to educate himself in aspects of British life that he does not know well: like industry, the City, government, and the Civil Service.

He takes his duties as a sort of non-executive chairman of his 170 favoured institutions seriously. The undertakings that occupy most of his time at present are: The Duchy of Cornwall; the joint Jubilee Trusts, which have continual difficulty in deciding on deserving causes for their £16m; his Committee for the Environment in Wales; and the Prince's Trust, which disburses money raised by charity appeals he has supported. He is irritated by those who ask why he cannot take a proper job. His constitutional separateness makes it impossible for him to work a nine-to-five day. But on Wednesday, after nine hours which would tire anyone making a fund-raising film for the Royal Opera House, followed by two engagements at which he was expected to shine as usual for everyone he met, he looked as if he felt he had been doing a proper job—though not harder to define than most.

The public has surprisingly little idea of his real interests. A central one is certainly anthropology, although it is generally agreed that the series of lectures he gave last year on the evolution of man was not a success. He has drawn

lessons from anthropology in our society, for example, on race relations. He has become increasingly drawn to the ecological argument about vanishing world resources, the Fourth World, and "Small is Beautiful". The least-reported event of his visit to the United States was a tour of a plant near Los Angeles for recovering methane gas. Accompanying journalists found it singularly unexciting as a matter for royal rosette pieces. But the Prince refers to that methane gas plant speeches and conversations. He takes a lively interest in the ecological movement. His friendship with Cardinal Hume is concerned with this, rather than the more sensational marital reasons dear to the arts babblers and scribblers or gossip columnists. He is only member of the Royal Family with a taste for serious music.

He has had a more exhaustive training than any other prince. With its Gordonstoun, Cambridge, military service of all sorts, less travel, and public duties it has been more exhaustive than the training of most of his unroyal contemporaries. He did not come easily to his training, did he, his step and he had to overcome much shyness and timidity.

While his mannerisms are his father's, his character seems more like his mother's. He is an introspective, self-deprecating man who worries about his tiny existence more than the Royal Family has in this and more than workers on the assembly line or even journalists have to. Because of inevitable barriers that bar him in, his diffidence spills over into ingenuousness and naivety. Thirty is young; the Prince of Wales at 30, an engaging combination of naval commander, Goonish schoolboy. Now he 30 he might be boringly content to consider himself a "marvellous" and "enthusiastic" superlatives in his speech often.

The pressure to marry, though he has said his peculiar position makes worse for any woman of motley marriageable age who seen within a mile of him, has no plans to marry at 30, and forecasts in this matter are more ephemeral than most. Yet the dynastic duty to procreate remains. It is a principal duty of the heir apparent of a monarchy that he should stand for the apostrophe of family life. And it is to be a milestone.

For the immediate future is going to continue to enjoy his public duties in fields of interest to him. The Prince is a close interest in activities. There is no proof of his being posted about a Governor General. Come wealth countries want their natives in that job these days and some of them are not they want even natives. A young old political dog is in jeopardy of an ugly gaffe. Governor General. The Prince has nobody to act as his host. And anyway he has been in from home for a long time. The Navy. In the medium future it would be sensible for him to be brought closer to the constitutional and social function of the monarchy. In the long future, we are likely to have such a conscientious, sensitive, kind, and very young man in his extraordinary position.

Philip How







**DOUGLAS**  
**CIVIL ENGINEERING &  
BUILDING CONTRACTOR**  
BIRMINGHAM · CARDIFF · EDINBURGH · GLASGOW · LONDON  
STOKE-ON-TRENT · SWANSEA · WIGAN AND OVERSEAS

# Capitalization and week's change

ACCOUNT DAYS: Dealings Begin, Today. Dealings End, Nov 24. \$ Contango Day, Nov 27. Settlement Day, Dec 5  
\$ Forward bargains are permitted on two previous days  
(Current market price multiplied by the number of days)

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# AINING

## AGEMENT

### IN

#### STRUCTION

## Shipbuilders plan 3 cutback at yards as losses now to £100m

Shipbuilders are planning a 3 per cent cutback at yards as losses now to £100m.

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## Minister joins Lord Kissin 'captures'

Financial Staff

Kissin has exercised a strong brand of personal leadership as chairman. Even after he steps down as chairman, it is assumed that he will continue to take a keen interest in the group's development, stepping up to president.

## 10pc of labour force will supply all material needs within 30 years, Think Tank told Professor shows how technology will change society

By Kenneth Owen  
Technology Correspondent

Within 30 years Britain will need no more than 10 per cent of its labour force to supply all its material needs, according to figures supplied to the Government's Central Policy Review Staff by Professor Tom Stonier of Bradford University.

Professor Stonier, who is head of the School of Science and Society at Bradford, gives the details in a working paper submitted at the request of the CPRS. Think Tank to amplify his original forecast, reported in *The Times* on October 2.

Professor Stonier says his analysis is based largely on historical experience. At the beginning of the 18th century 92 per cent of the labour force worked on farms; today only 2 per cent do.

In the United States about 3 per cent of the labour force supplies practically all the country's domestic food needs plus substantial exports.

"Thus we are justified in assuming that, with modern technology, it requires only about 3 per cent of the labour force on farms to supply a society with an adequate food supply."

The new semi-automated mining equipment, being introduced by the National Coal Board at its new factories, will cut the labour requirements in coal-mining by almost 90 per cent, Professor Stonier says.

"A typical seam requiring two shifts of 22 men yielding 5,000 tons per day, now with the semi-automated machinery, requires two shifts of five men, each yielding 10,000 tons per day."

"With the introduction of fully automated equipment (no underground operatives), labour requirements will be reduced further by a factor of at least three. Therefore we can look to a reduction in labour requirements in mining over the next few decades, parallel to what has been observed in farming over the last 21 centuries."

In the secondary sector, Professor Stonier contrasts Bradford ("the wool capital of the world") in 1870 with the modern petrochemical plants on Teesside producing synthetic fibres today. Output per worker at these 1CF plants was at least 10 times as high as in Bradford in 1870, and was moving towards 30 times that figure.

In offices, payroll clerks had been replaced by computer systems and copy typists by photocopiers and word-processors.

"Probably by the late 1980s, the voice-operated machines will have arrived. Microprocessors will monitor stocks of supplies at one end, and inventories at the other. By coupling terminals directly to suppliers and retailers, most line management can be eliminated."

"Adding up the above, and considering the technological advancement, the figures for employment in materials production look something like this: about 3 per cent in the primary, secondary and tertiary (direct industrial service) sectors of the economy."

There could be no more than 10 per cent of the labour force will be required to supply a technologically-

advanced society with all its material needs.

Professor Stonier suggests the actual figure might be as low as 5 per cent or as high as 15 per cent. "My personal judgment as a technologist is that it is more likely to end up in the 5-10 per cent range by early in the next century."

On timing, he says that this is a largely intuitive judgment based on relative rates of development—current rates of technological progress compared with past rates.

The advent of the computer represents the emergence of what Professor Stonier describes as the new "meta-technology of information machines. A meta-technology is a technology which directly affects a large area of existing technology."

The steam engine is a classic example, initially regarded simply as a device to pump water out of mines and not until 50 years later recognized as a general power machine which could be coupled to all sorts of mechanical devices. It took about a century for the steam engine to be coupled to most mechanical devices.

Similarly, the computer was first used simply as a mathematical calculator; about 15 years later its potential as an information machine became apparent. With the accelerating rate of diffusion of technology, it would take only about one or two decades for the information device to be coupled to all forms of existing technology.

The rate at which a new technology spreads is a direct function of its

advantage. Professor Stonier argues. The steam locomotive spread slowly in the early 19th century because it did not provide a great advantage over horses.

By contrast, in the case of the spread of antibiotics and of transistors in the middle of this century, it took less than a decade for the technology to become firmly rooted once the price became low enough and the product reliable.

In the potential impact of computers we had reached a take-off point with the advent of the extremely cheap microprocessors, coupled in the emergence of cheap and highly-efficient memory devices.

"The application of information devices to all forms of machinery, and all low-grade information jobs (clerks, typists, book-keepers) will be technically and economically accomplished by the end of the 1980s. That is, such automated devices will exist and be economic."

"However, it will probably take another two decades to achieve the various adjustments, economically, culturally, psychologically, bureaucratically, etc. to achieve the 10-per-cent level designated above."

In a concluding comment, Professor Stonier says it must become the priority of government, industry and the trade unions to effect the orderly transfer of labour from the manufacturing in the knowledge industries. The logical way to accomplish this is by means of a huge expansion in the education system.

## Doubts stay despite President's rhetoric

Central banks have spent huge sums to strengthen the dollar in the last 10 days. President Carter and his assistants, despite all the rhetoric, have so far failed to convince financial markets that they are determined to put America's economic house in order. More and more doubts are being expressed in the markets in New York and Chicago.

There are fears that the President's package of dollar boosting measures of November 1 may prove inadequate much sooner than some people realize. There are bankers and traders who are still hopeful, but optimism certainly seems to be on the decline.

Firstly, volume of intervention by central banks is so great that market participants question whether this can be maintained. According to several traders and bankers, the Federal Reserve Bank of New York has possible used as much as \$3,000m (about £1,600m) in the last 10 days to prop up the dollar, while between them the central banks of Germany, Switzerland and Japan have used another \$2,000m.

Secondly, market experts are noting that the "war chest" to support the dollar is not nearly as large as the \$30,000m figure constantly mentioned by the Administration. One third of this total, after all, must still be raised through foreign currency American Government securities, and there are indications that it may be some months before the Fed has this cash available.

Theo, too, \$1,800m of the total volume of swaps with Germany had been used even before the November 1 announcement. Several thousands of millions of the United States foreign exchange holdings are in yen and market dealers say the main pressure for the United States is going to be on the Deutsche mark, which is one of the currencies that the Fed has this cash available.

Word is spreading in the market that the Fed is not nearly as determined to move aggressively to raise the rate for the Fed fund, as it was in the crisis an important topic for discussion at its press conference. The market had expected him to open the conference with a statement on this, but they were disappointed.

Most damaging of all in the eyes of the market is the failure of the Fed to move aggressively to raise the rate for the Fed fund, as it was in the crisis an important topic for discussion at its press conference. The market had expected him to open the conference with a statement on this, but they were disappointed.

This increasingly sceptical attitude in the market demands more forceful action by the Fed and by President Carter, if only to convince the markets of their sheer determination, and the events in the market this week could prove critical.

Frank Vogl  
in Washington

## Benelux concession to Italy on EMS and lira

From Peter Norman  
Brussels, Nov 12

Holland, Belgium and Luxembourg have agreed that a second tier of broader fluctuation margins should be built into the proposed European Monetary System, to enable Italy to join the scheme.

When Signor Giulio Andreotti, the Italian Prime Minister, met the Prime Ministers of Holland and Luxembourg and the Belgian Finance Minister in Luxembourg yesterday, the Benelux countries accepted that Italy could not join a system like the existing European Monetary Unit, where currencies fluctuate by no more than 2.25 per cent from their central rates.

Although specific figures were not discussed in yesterday's talks, it would appear that the Benelux countries would be prepared to see the lira fluctuate by a wider band of up to 4.5 per cent either side of its central rate against the other currencies in the system.

This figure was agreed by Herr Helmut Schmidt, the West German Chancellor, and M. Valéry Giscard d'Estaing, France's president, at their meeting in Paris earlier this month as a possible compromise between the existing "snake" margin and Signor Andreotti's proposals for still wider fluctuation margins for the lira of between 6 and 9 per cent either side of the central rates.

At the meeting in Luxembourg, Signor Andreotti reaffirmed Italy's desire to be a member of the EMS from the time at which the scheme starts to operate.

But he said various conditions should be fulfilled. The new system should be confined to that all Community countries could join and stay in it. The technical obligations should fall equally on strong and weak members of the Community and EMS should be flanked by greater economic convergence and solidarity between the member states.

In turn, M. Gaston Thorn, the Luxembourg Prime Minister, indicated that the Benelux countries would be in favour of a greater transfer of resources to the weaker members of the Community to enable countries like Italy to participate in the EMS.

The weekend's discussions, which were described as thorough and far-reaching by M. Thorn, show that progress towards EMS is now firmly in the hands of the politicians.

The planned monetary system has been the subject of discussion in a series of bilateral talks between heads of governments and their finance ministers for the past month, and this process should intensify in the run-up to the European Council meeting in Brussels on December 6 and 7, which is due to decide whether to go ahead with EMS, as planned, at the beginning of next year.

This emphasis on political horse-trading and compromise partly reflects the situation which has emerged in the discussions on EMS at a technical level.

The European Monetary Committee was reported at its meeting last week to have made little progress regarding the questions surrounding the system of intervention to be used in the EMS and the size of the central bank credits which should be available for the first two years.

It is expected that the report which the committee will submit to the next meeting of EEC finance ministers on November 20 will follow the usual pattern of listing policy options.

A similar outcome is likely from the bilateral talks between central bankers in Basel this week. The bankers, who will be meeting tomorrow as members of the Group of Ten, are due to turn their attention on Tuesday to the EMS for the finance ministers' meeting on Monday.

## Dunlop jobs set to go after £10m profits fall

From Ian McGregor  
Geneva, Nov 12

The United Nations negotiating conference, a common fund—keynote of the United Nations Committee for Trade and Development's proposed integrated programme for commodities—resumes here on Tuesday, almost a year after it was suspended in what developed countries regarded as complete failure.

In a two-week session, a fresh attempt is being made to reach at least agreement on the basic elements of a fund: objectives and purposes, capital structure and voting and decision making.

The conference would not have been reconvened if Mr. Gananiv Gora, United Nations Secretary-General, had not judged that consultations over the past year had produced a climate in which compromise seems possible.

Another incentive to reach a tangible result is the United Nations conference being held in Madrid next May, if progress has not been made before then, the conference is likely to degenerate into yet another sterile North-South confrontation.

By the end of the previous session, the European Community had accepted the principle of a fund and some countries, Norway and Holland in particular, had declared themselves ready to support it financially.

The basic aim of the fund is to provide three-quarters of the financing needed to enable individual commodity arrangements—United Nations envisages 18—to get off the ground. The original estimate of \$1,000m has now been reduced to \$500m.

While reaction in developed countries to the fund's so-called "second window" to finance research and development was initially unfavourable, this now seems accepted.

United officials hope that basic agreement at this session will be followed by drafting of articles and a conference of plenipotentiaries for formally setting up the fund.

In Mr. Gora's view, this would help greatly "to create a constructive atmosphere" for the Manila talks.

More than 100 countries are participating. The Third World's group of 77 have recommended that their governments should be represented at ministerial level during the closing stages of the conference. They clearly do not expect to reach an easy agreement.

## Fresh push for UN commodities fund

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Frank Vogl  
in Washington

## Carter veto on tariff aid

Washington, Nov 11.—President Carter has vetoed legislation that would have forced the United States to exclude textiles and clothing from the Geneva tariff-cutting negotiations.

Senator Ernest Hollings of South Carolina and other textile state congressmen strongly urged Mr. Carter to approve the textile legislation, but Administration sources have said repeatedly that Mr. White House could not afford to do so.

Approval would, in effect, kill any chances for successful completion of the multilateral trade negotiations that have been going on in Geneva for many months.

Mr. Robert Strauss, the United States special trade representative, has been in Western European capitals this week attempting to prepare for the completion of the Geneva negotiations by mid-December.

But it appears that the December 15 deadline will not be met, and the United States, Japan, the European Community and other big trading nations may be forced to delay the wind-up of the negotiations on tariff reductions and other proposals until early in 1979.

The United States had offered textile tariff cuts earlier averaging about 25 per cent to be brought in over several years.—AP-Dow Jones.

Frank Vogl  
in Washington

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## MANAGEMENT

## Channelling the boardroom's charity

Yesterday's poppies are only one example of the fund raising and charitable giving that goes on all year round—and adds up to very big business. The estimated income of all charities in 1975 (the last available full count) was £1,717m, compared with total company dividend distributions of £2,000m.

But of this total income of £1,717m very little indeed is overtly provided by the big corporations which devote being able to offset charitable donations against tax, contribute only about £40m. What is more, National Income and expenditure 1965-57 figures indicate that there has been very little real growth in overall corporate giving.

However, it is fair to point out that not all forms of charitable giving by companies—such as support for local events and one-off donations—find their way into central statistics. The generosity of companies depends on many variables—the private background of key directors who wish to support certain charities because of personal experience,

## Top 20 corporate donors

NAME	Voluntary donations 1977-78	Net profit 1977-78
Wellcome	4,842	46,363
Distillers	2,802	130,352
ICI	885	483,000
M & S	638	117,915
Barclays	539	267,600
Shell	381	509,590
Unilever	379	325,300
BP	375	2,186,300
NetWest	357	227,558
Cite-Galaxy (UK)	307	8,697
Midland Bk	300	192,630
Generel Elec	280	325,300
Imperial	229	129,119
Rio Tinto	185	271,500
IBM UK	185	50,817
BAT Ind	182	416,000
Heron Corp	174	6,521
Lloyds Bk	139	166,237
Courtauld	154	53,700
Guinness	136	39,450

1976 figures

the need to be seen to be "doing good" and even the improved profitability of the company (for example, the car industry has slipped back to giving, while the retail chains have advanced).

On the negative side, it is also beginning to be appreciated that companies may be deterred from giving through ignorance. Not ignorance of the overall need for voluntary giving, but ignorance not only of the best and most efficient way to disburse charity, but also of which charities are most in need.

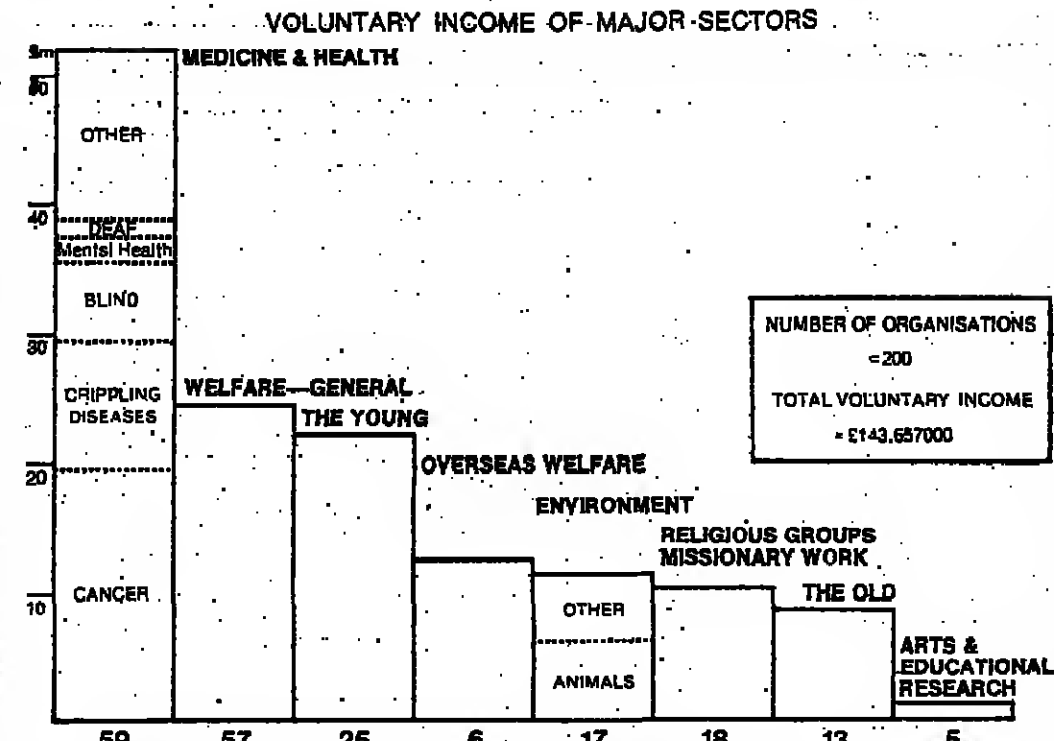
It is easy to identify fashionable and popular charities, but less easy to identify the equally deserving but desperate charities which do not have much appeal.

The directors of Charities Aid Foundation—a clearing house for charitable donations which is the second largest distributor of charitable funds in the country—have more than 1,000 corporate clients who are forever asking: "What shall we do with our money?" If individuals are plagued with the suspicion that their charitable urge could have been better directed, how much more so are companies which, at will, can be classified, dish out to thousands.

Charities Aid Foundation is not willing to stick its neck out and say that particular firms of charity, such as cancer research or care homes, are over-subscribed, but it will say that cancer care is not so heavily supported, while obscure complaints such as Huntington's Chorea are desperately in need of funds.

But rather than treat these inquiries on an ad hoc basis it is now preparing a fully-fledged charities information service to pass information to the hard-pressed company secretaries or personnel managers who are usually left with the task of interpreting and implementing the board's charitable instincts.

There are a few companies



The analysis covers only Charities Aid Foundation figures, religion and art are under-represented.

such as Marks and Spencer, high on the list of corporate donors, which employ their own charities' experts, while Chloride has a standing donations committee. But these are rarities.

The foundation's new Charities Register, which should be fully operational next year, is a computer-based service which will provide (free to subscribers and for a fee, as yet unconfirmed, for other organizations) a detailed breakdown initially of some 10,000 charities. Ultimately the foundation, which has manual files on some 50,000 charities, will extend the service.

The point about the print-outs is that they will be selective—according to the requirements of the inquirer. Charities will be broken down by theme, geographical area and size,

enabling a company based in the North-west, say, to identify locally modest charities devoted, for example, to arthritis.

A further cross-reference will facilitate the mixing of charitable themes, such as charities devoted to crippling diseases in children and educational trusts devoted to ethnic minorities.

And, what is very important from the point of view of prospective donors, the needs of all the charities listed will be put in perspective. Recurring (income) and non-recurring (capital) needs are identified and quantified, although fine details, for instance that £2,000 is needed to fund a research scholarship at a certain teaching hospital, are not likely to be included.

Attempts will also be made to determine the cost-effective-

ness of charities, although this is dangerous ground as some charities properly absorb much income in administrative costs.

The existence of the register is, of course, not merely to help companies giving, but to encourage them to give more. Total charity income, although it continues to increase, has done so at a lower rate than inflation and so more money is needed.

Statutory funding (from one government agency or another) is one solution, but the Charities Aid Foundation, and doubtless many of the companies to which it is obliquely appealing, feel their independence of the many voluntary welfare and charitable organizations is to be cherished—with cash, of course.

Margaret Stone

## From conflict to a common interest

Given the appalling state of industrial relations in Britain, anything which promises to restore a measure of harmony, and even a degree of shared enthusiasm, between management and labour is going to inspire a good deal of interest. It is the claim of the adherents of the added value concept of management, that it will do just that.

The name, with its associations with particularly heavy forms of taxation, is unfortunate, as speakers at last week's Brighton conference were ready to agree. The added value concept has, however, nothing to do with taxation. It concerns the division of the surplus created by industry in such a way that it is in everyone's interest to make their surplus bigger.

Added value is the difference between the net sales proceeds of an industry (ie, its turnover after allowing for discounts, commission and so on) and the cost of the raw materials from which the goods being sold were made. Added value has to be apportioned several ways: between the cost of labour (wages and salaries, pension funding, social security payments); the cost of capital (interest on debt, dividends on equity); taxation; such overheads as have not been allocated to the cost of materials; and reinvestment.

It is the contention of the adherents of the added value concept, as expressed most persuasively at last week's conference by Sir Hector Laing of United Biscuits, that an attempt to increase the amount of added value going to any one of these recipients must necessarily be at the expense of that going to another, unless the total available can be increased.

Demands for some of the recipients—for instance, the Inland Revenue and the banker of an enterprise—go along to be inelastic, which means that the argument over who gets what must be concentrated on the rest. Should a company's employees, for instance, exact a higher proportion of added value in the form of wages, fringe benefits, or interest, it must be done at the expense of either the return to shareholders or the amount retained for reinvestment.

In most industries, however, shareholders get their return in the form of dividends, which are a slice of added value anyway, not enough to make much of a difference if it was re-allocated to employees. So if wage demands increase the amount

Last week at Brighton a group of delegates to the CBI conference came together after hours to hear about the benefits which could be obtained by using an added value plan. But what is an added value plan? Is it, as its adherents claim, a way of creating a long-term community of interest between employers and employees in a company? Or is it, as its denigrators contend, no more than another trendy attempt to gloss over the failure of management to manage? In this article explaining what the added value concept is, and reporting on last week's discussions at Brighton, Adrienne Gleeson introduces a three-week debate on the subject

of added value that is going to employees, it is most likely to be at the expense of that earmarked for reinvestment.

Sir Hector's line of argument was backed up by another speaker at the conference, Geoff Wood, of the Centre for Innovation and Productivity at Sheffield Polytechnic. Mr Wood argued that, while the amount of added value going to employees might vary between industry and industry, and between country and country, within any one industry or any one country it tended to remain more or less constant.

Within particular industries, he said, a rise in the amount of added value going to employees might be taken to be a danger signal: it indicated that too little was being set aside for reinvestment.

In evidence he adduced figures for the motor and motor component manufacturers: for the shipbuilders; for the motor cycle industry; for iron and steel and for coal mining—all this with the very comment: "Nowadays a company doesn't go in the wall, it goes in the ground."

"Wealth," he said, "must be created before it can be shared out. There can be no room for argument about the need to create more wealth before more can be shared out."

All the speakers at the conference took it as axiomatic that the way to create more wealth later was to invest more now. If this was taken as axiomatic, too, that it was necessary to persuade their employees of the virtues of this course.

"In the past," Sir Hector

Laing said, "the workforce was controlled by the fear of unemployment and poverty. Now it is necessary for the management to lead."

The task of persuasion has been undertaken two ways. The first is something of a carrot and stick exercise—an attempt to get added value up in the short term in order that employees and employers alike may enjoy the benefits.

In the classic added value reward plan, as practised at United Biscuits, employees are promised a given proportion of the added value in wages and bonus. If the added value goes up, their rewards go up likewise.

According to their practitioners, these tactics can produce a remarkable improvement in, for example, the use of materials and equipment. But, though these are tangible results of the effort being put into persuading employees that they have a common interest with their employers in the financial well-being of their company, they are held to be fairly unimportant.

Far more important, in the view of all the speakers at the conference, was the longer-term attempt, by way of education and conversation, to generate understanding, confidence and enthusiasm among their employees—to replace confrontation with cooperation. It may never be possible to measure the results of these efforts in profitable terms, but judging by their own experience all the speakers were convinced that it had been worth it.

This is out to say that the message preached with such

favour last week invariably falls on fertile ground. On the contrary: John Burns of Borg Warner, himself an enthusiast, admitted that he had seen an attempt to introduce the value added concept come to grief a couple of times—debacles which he attributed to inadequate commitment on the part of management.

Even in United Biscuits, it seems, not all of the management are inspired by the same belief in taking the workers into their confidence as is Sir Hector. One of the company's union leaders is of the opinion that "one or two would like to sabotage it—if they could."

And at the small engineering firm, Taseye, where the first added value plan was introduced, Sir Hector said a decade ago, a new managing director had found it necessary to make modifications. "The important thing to remember," he says, "is that its effect is going to vary with every type of operation."

Obviously, there are some industries in which the implementation of any added value reward plan is going to be fraught with problems—those, for example, in which profitability shows sharp cyclical swings. Some advocates of the concept argue that the way to cope with this is to build up a reserve for bonus payments in lean times. Others argue that this merely destroys the directness of the link between added value and taking home more cash.

More fundamental, perhaps, is the argument that while a relationship between performance and reward is easy enough to establish when times are good it tends to break down when the trend moves in the opposite direction. While employees may do without their bonus, not even the most enthusiastic advocates of the added value concept expect them to accept a cut in basic wages.

There are, nevertheless, numerous examples of companies which, in hard times, have still been able to rely upon their employees to continue the search for ways of adding to value. Some pretend that it is easy. The successful introduction of the added value concept requires an enormous amount of work from management and at the end the question must remain: is this success achieved in the system—or simply in the men who preach it?

Mr Lane takes pains to point out that Marketforce is particularly about the volunteer drivers it recruits:

"Interviewing applicants is a very time-consuming and difficult business. We take the greatest care that the journeys they make have the right exposure to the right people—we're not interested in commuter-belt people on long hauls who are not seen—and that our drivers are responsible people with clean licences who not only thoroughly approve of the product but have the kind of attitudes and life-styles we need."

Bob Crew

## LETTERS TO THE EDITOR

## Dollar premium obstacle to employee shareholders

From Mr Robert S. Leaf  
Sir, As international president of an American company, who has resided in England for ten years, I am continually distressed by a policy that puts our English employees at a disadvantage to those working for us in our other country.

Our company is wholly-owned by employees and each year we offer stock to members of the company throughout the United States, Europe and Asia. In every country but Great Britain members of the local staff become shareholders. In Great Britain the dollar premium makes it economically unwise to purchase shares in the company.

Both major political parties believe in the advisability of those working for a company taking a greater stake in its management, and this can be done by becoming a shareholder. In other countries we have all levels of staff including secretaries, clerical staff, art and production personnel,

and account executives as stockholders. I feel it is unfortunate the same opportunity is closed to people in this country who work for what is our largest office outside the United States.

I sincerely feel the government should consider allowing employees to buy shares in any non-British company whether privately or publicly held by whom they are employed full time, without paying the dollar premium. Of course, should they sell the shares any profits would be taxed according to existing legislation.

In that way they can share in the rewards of a company whose growth their efforts contribute to without being unfairly penalised. Respectfully yours, ROBERT S. LEAF, President, Marsteller International, 25 North Row, London W1R 2BY, November 8.

## CBI attitude towards participation

From Mr Frederick Thomas  
Sir, Avid and sympathetic Conference watchers will have noted with dismay the chairman's policy away from acceptance of limited back legislation to encourage board-level participation.

Surely it would have been more realistic, noting interest of both major parties in participation, to have accepted a chance to settle at least for which has the merit of being grounded in practical success over more than a year or two, to refer here to the pro achievement of consultative committee-type structures.

To retreat from an opportunity to influence legislation towards the proven industrial life merely offers encouragement to those who would not law to turn the nation's workshops into laboratories for unproven.

This apart, conference's enthusiasm for practical Code Practice to guide development in participation was encouraging, and the evidence of experience supports insistence on the utmost flexibility in arriving at arrangements for individual companies. Yours faithfully, FREDERICK THOMSON, Industrial Relations Director, The Industrial Society, Peter Runge House, 3 Carlton House Terrace, London SW1Y 5DG, November 8.

Motorway capacity  
From Mr G. Knott  
Sir, The design capacity of six-lane motorway is 2 vehicles per 15-hour day (83 with uniform flow) so the figure of 28,000 vpd quoted by Leslie (November 6) is below capacity.

Even at capacity, the average distance between vehicles travelling at 60 mph is 140 yards and this, with average width of 80 yds between fences, is a spacious vision of about half an acre vehicle. This is rather generous than the usual vision for housing people.

The cost of transport goods round the country is the order of £12,000 per yr or about £18 per week family. This would seem a premium to pay to see consumer choice. Yours sincerely, G. KNOTT, Upper Shepley Farmhouse, Littleheath Lane, Bromsgrove, Worcestershire, November 6.

## American Express cards

From Mr J. S. Quartley  
Sir, American Express regards its relationship with each Cardmember as absolutely confidential, and therefore I am not able to comment on any particular case.

However, for the benefit of those of your readers who may have been misled by recent correspondence, I would like to clarify the present policies of American Express as they relate to expenses incurred on a Company Card.

The company is primarily liable for all charges incurred on a Company Card. We will only require an individual to pay from his own resources in two cases:

1. Where he has incurred the charge for personal purposes and the company has not benefited from it or  
2. If the Company defaults

and the individual is, or has been, the chairman, a director, secretary or other employee of the company who would have had prior or intimate knowledge of the company's trading position.

We would expect to deal with each case individually by applying these policies to the particular facts. Our agreement with card members contains nothing that need cause anxiety in a company's employees, nor to any officer properly discharging his responsibilities.

Yours faithfully, J. S. QUARTLEY, Resident Vice-President, American Express Company, Card Division, Ames House, PO Box 68, Edward Street, Brighton, East Sussex, Eogland, BN2 1YL.

## Examples of land reclamation

From Dr K. M. Goodway  
Sir, Professor Thirgood (November 7) asked whether the plantations at Smeeth of 1886 are the earliest examples of land reclamation in this country. Ralph Seyd of Keele, who owned coal mines and iron works on his extensive estates in North Staffordshire, wrote in his diary on May 8, 1844:

"I took a long walk with Penke over the Hayg (as I believe the hill over Silverdale is called). I am happy to find that a considerable tract of frightful black and blue mounds formed of the refuse of the coal and ironstone pits may be planted next summer. None of my plantings have thrived better than those placed upon the

seemingly hopeless and barren shingle of broken mineral—though it is a mystery from where the plants can draw their nourishment."

Today, the area Seyd wrote about is an attractive area of hummocks and hollows, with mature woodland and open grassy glades rich in wild life. It has helped to provide a model for the extensive land reclamation schemes carried out over the last ten years in Stoke-on-Trent.

Yours faithfully, K. M. GOODWAY, Senior Lecturer, Department of Biological Studies, University of Keele, November 9.

## Courses

The Management Centre at the University of Bradford is offering a course on Corporate Planning in Practice, from November 20-24; details from the University, Bradford BD9 5JU.

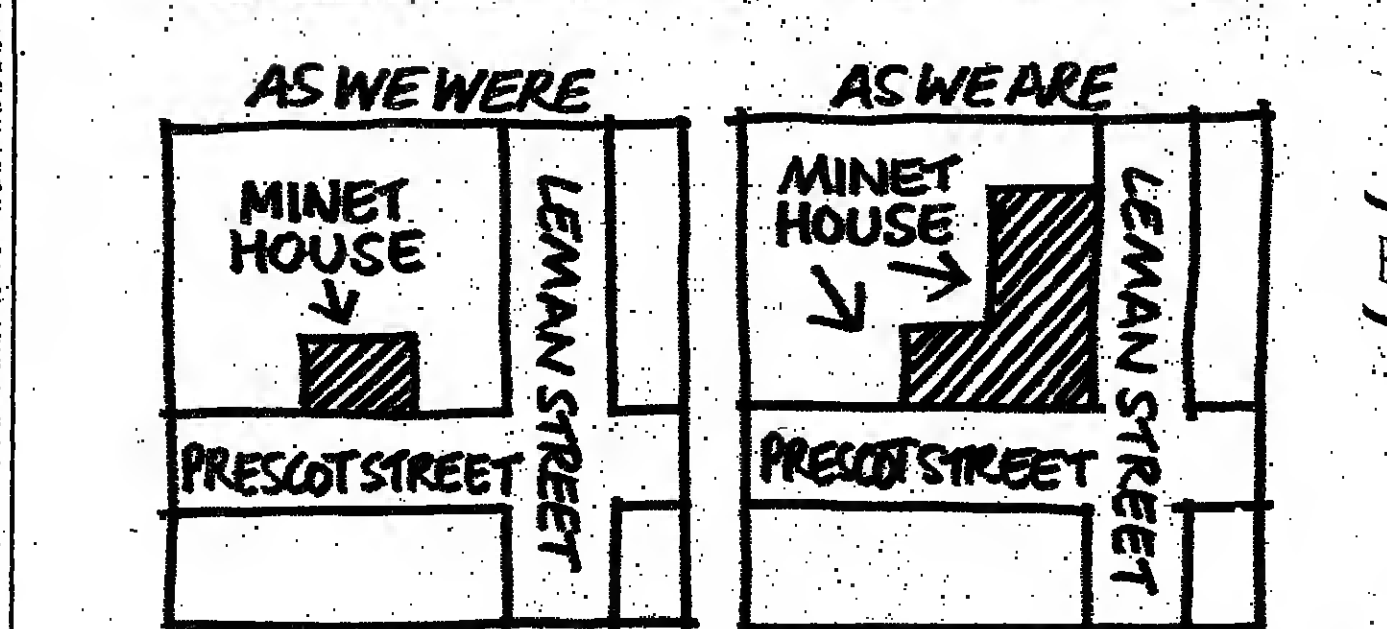
A course on Warehousing Distribution in Materials Management is being held in London on December 7, under the auspices of Purchasing Economics of Pel House, Potts Wood, Kent BR5 1LZ.

Inter-projects Ltd, of Church Street, Edmonton, is holding a course on Systems Design for Micro-processors between November 27 and 29 in London.

November 27 and 29 in London.

## Minets are growing all the time...

## And it shows...



Growth is the watchword at Minets. After record results in 1977, our latest half year figures show further progress, with brokerage income up 25%, pre-tax profits up 16% and earnings per share up 25%.

In fact, everything about Minets is growing these days. Including Minet House.

To keep pace with our expansion and to maintain our high standards of client service, we needed a head office complex designed to provide us with more space and the most advanced facilities.

And that's exactly what we've got - at the new Minet House, 100 Leman Street, London E1 8HG. Tel: 01-481 0707. Telex: 8813901 (Unchanged).



The name that's recognised for insurance around the world

Minet Holdings Limited, Minet House, 100 Leman Street, London E1 8HG.

## Poster advertising takes to the road

Fleets of cars decked with advertisements on their windshields, bumpers and rear windows, have become a familiar sight on the roads. The survey concludes that, at the end of six months, poster motors were still recruiting strongly and (a) six months was certainly not too long about and (b) a strong case could be made for extending the advertising period."

Since Levi's became the first to use poster motors in the United Kingdom last year, other advertisers have followed including KP Neets and Durex, who are using fleets of Minis to promote their products in different parts of the country. Inquiries from other interested advertisers in the food, soft drinks, tobacco, oil, toiletries and cosmetics industries have poured in to the company which is pioneering the use of poster motors, Donnelly Marketforce.

Marketforce says that there are more than 200 minis covered to all-over advertisements on the streets of Britain at present.

The people who drive poster motors are volunteers who lend their Minis in return for a free re-spray at the end of the con-

tracted period, at which time the advertisements are erased, plus a token payment of £5 per month, some free product samples and a bonus of £10 for each six months.

Marketforce says that motorists—particularly young men—are "falling over themselves" to have colourful advertisements on their cars. And it is only Mini-drivers who are interested. Brian Lane, managing director of Marketforce, says that he has had requests from drivers of all types of cars, "including two gentlemen who wanted their Rolls re-sprayed in return for carrying an ad, but we can't afford to re-spray Rolls."

But Mr Lane is really only interested in the Mini, because, he says, it is classless, traditional, very popular and very British. "It's trendy with everyone and transcends all social groupings. For a small car it also offers more space even than several bigger cars for British purposes."

British Leyland are, predictably, putting with the success

of posters motors in Britain, even though, at the start, Mr Lane says, "they didn't take it all seriously."

The life-span of a poster motor is 12 months "because the advertising message becomes stale and needs to be changed and the transfers must be removed from the car by then because they cannot be safely used for much longer than that."

Mr Lane takes pains to point out that Marketforce is particularly about the volunteer drivers it recruits:

"Interviewing applicants is a very time-consuming and difficult business. We take the greatest care that the journeys they make have the right exposure to the right people—we're not interested in commuter-belt people on long hauls who are not seen—and that our drivers are responsible people with clean licences who not only thoroughly approve of the product but have the kind of attitudes and life-styles we need."

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## FINANCIAL NEWS AND MARKET REPORTS

## Political intervention may hit Malaysian tin

It has long been a suppressed fear in the tin market that political intervention in the Malaysian industry would grow, and last week the market shuddered at the decision of the Selangor State government to award leases previously held by Berjuntai Tin Dredging to a state-controlled company, Kumpulam Perangsang Selangor.

## Mining

Perangsang—though as we shall see that was disturbing enough—as the transfer of the leases. The agreement also allows Perangsang to participate in Berjuntai through a new holding company which may be formed by Perangsang and Malaysian Mining Corporation, which owns 37.4 per cent of Berjuntai.

It is not clear whether all Berjuntai's operations will be liable to the tribute. If, as is suggested in London, the tax is on production from numbers 3, 4, and 6 dredges, it would cut pre-tax profit by around 7 per cent. But with the mines already paying total taxes of about 55 per cent, including corporation tax at 40 per cent, another 7 per cent out of the pre-tax figure is obviously a significant extra burden, equivalent to 10 or 11 per cent additional pre-tax earnings to regain the previous post-tax position.

In anticipation of this Berjuntai's price fell about 12 per cent to 295p, during the week, but recovered later.

Such tributes are becoming common. A similar deal is reported from Malaysia to be in the offing between Selangor and Pacific Tin. In the case of Pacific, the tribute paid to Perangsang for leases it took over from the company is 18 per cent. Compounding these costs is the possibility of the dredges' operation being in the control of an associate company to which Berjuntai's share would be only 30 per cent.

The possibility arises because of the Malaysianisation law and the way it is being interpreted by the states of the federation. The Third Malaysian Plan, published two years ago, sets out as part of the New Economic Policy that industries to be mineralised should be 70 per cent local owned. But while the Federal government

has been quite flexible and lenient in its interpretation, the state governments have been less so for the basic reason that they did not receive until now any revenue from tin mining. The Federal government charges a 10 per cent export duty, which might amount to 5 per cent of all its tax revenue, and of course benefits from corporation tax and the tin profits tax which is geared to tin prices and mine profitability.

So the State of Selangor, in which the richest mines lie, set up the Kumpulam Perangsang, wholly-owned by the State Economic Development Corporation, to acquire a slice of the mines' revenues. Their way in was the tradition whereby mines lease their sites from the owners, and review the agreements perhaps every five years.

Two laws were passed governing new mining areas in Selangor: one saying that foreign or foreign-controlled companies must take new leases through a joint company in which Perangsang has 70 per cent, and the other specifying that Malaysian companies will be formed by Perangsang and Malaysian Mining Corporation, which owns 37.4 per cent of Berjuntai.

More germane to the present matter, however, was a second pair of laws dealing with the renewal of existing leases. Malaysian companies do not have to accept 55 per cent participation providing they can satisfy the authorities that the area in question will be mined. But foreign companies, or those deemed to be controlled by foreigners, will find their leases automatically revert to Perangsang which can sub-lease back to the former holder.

Berjuntai seems to have been caught by the last rule, although it has been domiciled in the country since 1965, and is ultimately controlled by the Federal government through the 71.35 per cent Perangsang, the government holding company, as in the Malaysian Mining Corporation. (The rest of MMC belongs to Charter Consolidated.) Berjuntai also has quite a lot of local shareholders.

This raises the possibility of companies of similar status in Selangor State, such as Ayer Hitam and Sungai Besi, being treated in the same manner. Both fell in price in London last week. Other states could follow Selangor. But far more important is the general atmosphere of uncertainty mining men say the state is creating.

Michael Prest

## Analysts' cheerful look at brewers

The season for breweries both large and small to report on their financial years (to September) has begun. And the authors of this week's collection of circulars manage to be as cheerful as a dull equity market in general will allow them.

Mr M. W. Geering of James Capel forthrightly declares that the sector is undervalued. He thinks that the bad summer has been overdone. Brewers, he argues, have in fact been making good money thanks to trading up into higher margin lines like expensive lagers, and to a steadier trend in raw material costs.

So given a normal summer next year, 1979 profit increases could be more than a fifth. Picks of the list to Mr Geering are Bass and Whitbread among national brewers, and Vaux and Greenall Whitley in regional, which as a class look expensive.

Mr Neil Scourse of broker Fielding, Newson-Smith, in his latest bulletin, expects brewery shares to stay unreasonably steady. He considers that the excellent interim figures from Whitbread will help sentiment. Mr Colin Humphreys of broker Kemp-Gee is also cheerful. He thinks that brewery shares can continue to progress partly because they are often strong in the fourth quarter of the year.

The twelve monthly undertakings given to the Price

Commission by Allied Breweries and Bass run out early next year when brewers can be expected to take appropriate action. Mr Humphreys does not expect the Price Commission to pick on brewers again. Wine drinking is growing once more and this Christmas should be better than last, and who knows next summer could be normal.

The analysts like Allied but are cautious towards Bass which may not manage a dividend increase of more than a tenth. He is a supporter of Whitbread, but among regional is fearful of profit-taking. The statistical cheapness of Guinness does not excite him.

Mr Philip Shaw of broker Rowe & Pitman, Hurst-Brown has analysed Whitbread's figures. The interim with its 28 per cent profits growth are stressed, and the recommendation is "buy".

While brewing writers grow cheerful, some retailing observers become sad. Mr Paul Aynsley and Mr Rodney Dennis of broker Simon & Coates notice that most interim results are out of the way and comment is beginning to concentrate on the Christmas consumer spending slow-down next year. So: "The gradual underperformance of the sector over the past two months is expected to gather momentum. Incidentally, it is identified as to holdings in UDS Group.

Food retailing is thought un-

attractive, and so are the two main stocks, Sainsbury and Tesco. The authors were writing before last Thursday's excellent interim, and their half-time estimate of £13m fell short of the official £15.6m.

Tesco has yet to report. The authors go for pre-tax profits of £12m against £10.3m for the first half-year. From now on, they write: "We feel more attention will be concentrated on the deterioration in the long-term background for food retailers."

This verdict is echoed by Mr P. H. Beaufre of broker W. Greenwell. He rates Lennons a sale and Amos Hinton a hold/sell. There is one buy—Kwik Save Discount.

The writer points to food retailing's fundamental appeal in terms of high asset values, cash flow and the prospect of physical expansion but: "concern over forthcoming wage negotiations, a slower pace of growth in consumer spending in 1979 and low initial levels of return from the current heavy investment in superstores may however soon begin to dominate sentiment." Kwik Save, incidentally, is identified as the most efficient employer of labour.

Peter Wainwright

## Brokers' views

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## Government statistic will attract interest

Several blue chip stocks report this week and a whole clutch of Government statistical figures are coming as well.

Today, the Central Statistical Office is issuing the index of industrial production for September along with retail sales for October from the Department of Trade.

On Tuesday, the October balance of payments figures are to be released and Wednesday sees the release of average earnings from the Department of Employment.

The money supply figures are published on Thursday covering the monthly period to mid-October.

Finally the week is rounded off with the retail prices index for October and the gross domestic product for the third quarter.

In equities, Unilever start the week with interim figures today. Market estimates for the



Mr Murray Holmes, chairman of Charter Consolidated reporting on Wednesday.

## This week

nine months are pitched at between £450m and £480m with hopes of between £500m to £535m for the full year. These figures compare with £455.1m for the first nine months of last year and £531m for the full year.

The second quarter showed a good recovery, thanks to steady raw material prices and an upturn in European consumer demand.

Young's Brewery report interim figures tomorrow. Most expectations are for about £350,000 against £348,000 last time. Until the new brewery extension is commissioned the group will continue to suffer from lack of capacity.

Hopes once held of £30m for the full year at Smiths Industries appear to have receded with estimates of about £23m now compared with last year's figure of £20.5m.

A trio of insurance companies are reporting this week, led by Commercial Union today, followed by General Accident on Wednesday and Royal Insurance on Thursday. There has been a recent upturn in underwriting business, but it will be countered to some extent by the fall in the dollar which will affect investment income.

Dealers are expecting Commercial Union to achieve profits of between £93m and £102m against £66.9m last time.

Hopes for Royal appear to range between £107m and £115m against £103.9m while General Accident is expected to achieve profits in the region of £60m and £67m compared with £50.4m last time.

Michael C

## Westward TV trying new areas of sales

By Our Financial Staff

Mr Peter Cadbury, chairman of Westward Television is nothing if not consistent. Once again he describes the rate of Exchequer Levy as "penal" and he advocates the increase of the "free slice" of advertising revenue (on which no levy is charged) from the current rate of £250,000 to £1m. After a revenue of £7.37m, pre-tax profits climbed by over 30 per cent to £1.77m in the year to end-July last.

The incidence of corporation tax and levy, however, brings the level of attributable profit down to "mere" £416,000 against £300,000.

Tax is charged at a rate of 16 per cent because Westward has taken full advantage of the tax concessions available to the business started last May. Air Westward in writing down the aircraft by 100 per cent. "Were it not for taking these benefits," the chairman tells shareholders, group profit would be £22m. But the advantages are seen to reduced taxation and an improved cash flow.

The level of current profitability is bright and advertising sales are currently 20 per cent above the comparative figure for last year. Revenue is estimated to be running at over £8.5m in the current year and Mr Cadbury reports that Westward is experimenting with new areas of sales that could very probably be made.

Air Westward, he believes, will be making a contribution this time against its initial loss last year. The group is looking for larger aircraft for next year as the demand for seats exceeds those available on the Titan and Westward is advised that it can expect "substantially higher passenger and freight loads next year as the service becomes more widely known". By December, and the time of the annual general meeting, he hopes "to be able to give more details of plans that are only hypothetical at this stage".

A final dividend of 1.2425p lifts the total from 1.55p to 1.8425p per share but the board says that should justify a higher dividend.

## R-R liquidators meet some obstinate snags

By Our Financial Staff

The joint liquidators of Rolls-Royce have apparently run into some small but obstinate snags in bringing the liquidation to a close.

In their report for the year to October 7 last the liquidators, headed by Mr Rupert Nicholson, state that "considerable progress has been made on outstanding matters during the year but a few of these are proving obstinate". Every effort, they add, is being made to bring the liquidation to a conclusion and enable a final distribution to be made as soon as possible.

The report shows that the sum available to stockholders—who could have picked up the shares at the equivalent of less than 3p each on the day after Rolls-Royce collapsed in February, 1971—remains at £40.6m. As known, this is worth 61.7p per share of which a sum of 55p per share has already been paid.

During the year the property at Laasvaden and part of the site at Bristol were sold in addition to the stake in Short Brothers. The principal outstanding assets are a further property in Bristol, a 50 per cent holding in Bristol Aero Jer and a claim for approximately £200,000, plus accrued interest, against the West German government. This is the subject of continuing action in the West German courts.

All agreed claims by creditors have now been paid but the liquidators point out that a small number of claims are still outstanding, totalling a "significant amount" which are still the subject of current litigation.

ADDIA INTERNATIONAL

Company has changed name to Comfort Hotels Ltd and increased share capital to £5m. Scrip issue of one-for-one will increase issued and fully paid-up capital to £9.55m.

WEST BROMWICH SPRING

Turnover for half year to July 1 of £1.5m (£1.45m). Pre-tax profit, £257,000 (£248,000). Earnings per share, 2.18p (2.96p). Interim dividend is 0.43p gross (0.38p gross).

# The Times Awards for the Best Advertisers of a Company's Results in 1978.

We're pleased to announce that the competition is now in its fifth year.

Judging by the constant standard of first-class entries, the awards continue to arouse considerable interest.

The conditions of entry remain unchanged.

The categories in which awards will be made are listed in the final column.

## The Awards.

The awards will follow the 1977 pattern, namely:

- The Grand Prix, to be held for one year awarded to the entrant whose advertisement is, in the opinion of the judges, the best submitted, irrespective of category. The Grand Prix consists of a silver trophy, specially designed for The Times by Gordon Hodgson.
- First, second and third prizes for category winners. First prize is a beautiful sterling silver clock, based on The Times motif. Second and third placings each receive a commemorative silver medallion.

All categories awards will be made to both the winning advertiser and agent.

## The Panel of Judges.

The Awards will be made by an independent panel of judges, selected for their understanding of this specialised form of communication.

They will judge entries in accordance with the following criteria. An advertisement of a company's results, whether the Chairman's statement is or is not included in full or in abridged form, should:

- Attract the eye, by virtue of its design.
- Be easy to read, by use of skilful typography.
- Contain such information as prospective

investors or professional advisers are likely to require, including details of the business carried on by the company.

- Include, at the option of the advertiser, such illustrations, graphs, or diagrams as may be necessary to supplement (c) above.

- Leave the reader with the impression that the company concerned would be a good one to do business with, to work for, or to invest in.

Note: In the case of the categories 'Interim Results' and 'Preliminary Results' only criteria (a) to (d) will apply.

## Conditions of Entry.

All entries are free, but must have appeared in the pages of The Times Business News during 1978.

The following are the categories in which awards will be made:

- Annual Results.
  - Colour or black and white. Half page or larger, or equivalent.
  - Colour or black and white. Less than half page or equivalent.
- Interim Results. Colour or black and white. (All sizes.)
- Preliminary Results. Colour or black and white. (All sizes.)

The Judges will have the option of making, at their absolute discretion, special awards for the following:

- \*The best advertisement by an overseas company.
- \*The best advertisement smaller than 20 cms x 4 cols.
- \*The advertisement which makes the most significant contribution to new and imaginative thinking in financial advertising (without necessarily

satisfying all the criteria for the Grand Prix or Category Winners).

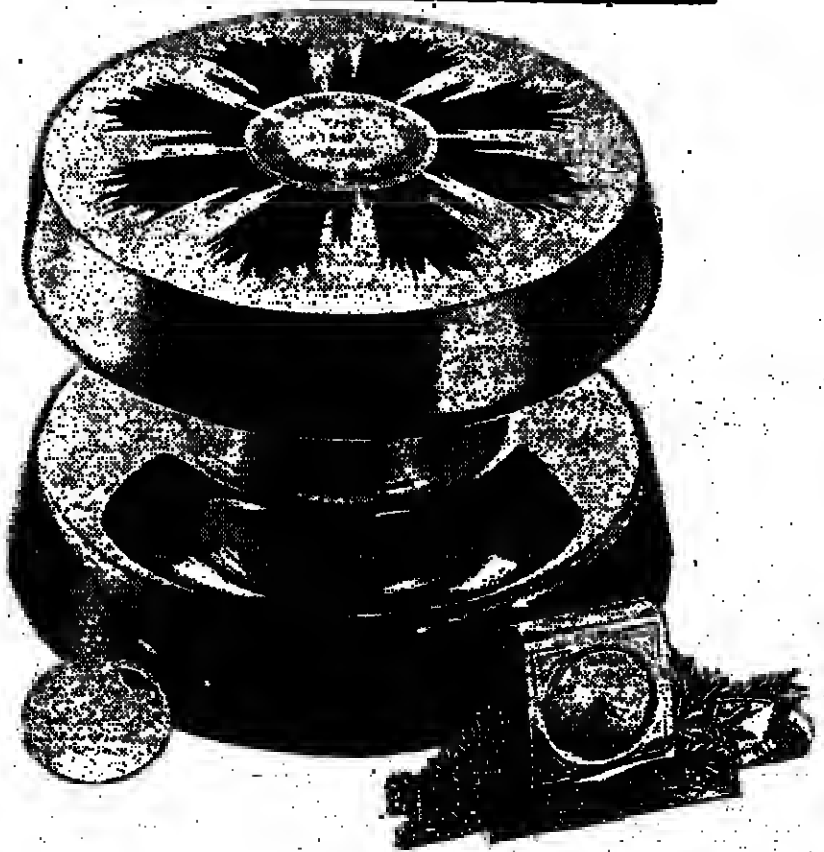
Entries will be accepted throughout the twelve month period January 1st–December 31st 1978, and should take the form of art pulls of the same size in which they actually appeared in The Times, mounted on board, with a clear indication of the category in which they are to be judged.

Six unmounted art pulls should also be provided for the use of the award judges.

They should be sent to: Michael Mander, Deputy Chief Executive and Marketing Director, The Times Awards, The Times, Printing House Square, Gray's Inn Road, London WC1X 8EZ. Tel: 01-837 1234.

Presentation of the awards will be made early in 1979.

THE TIMES  
BUSINESS NEWS









Law Report November 10 1978

## When delay breaches safe port warranty

Unitramp v Garnac Grain Co Inc  
Before Lord Justice Roskill, Lord Justice Geoffrey Lane and Sir David Cairns

Where a vessel had been delayed in a port partly as a result of the situation of the river in which the port was situated, the question whether the charterparty was in breach of the warranty under the charter-party that the port was safe depended on whether the delay was such as to frustrate the commercial adventure; it was not enough that it was a commercially unacceptable delay.

The Court of Appeal allowed an appeal by the charterers from a decision of Mr Justice Donaldson, on a case stated by London maritime arbitrators, that the shipowners, Unitramp, were entitled to damages against the charterers, Garnac Grain Co Inc, for breach of warranty under the charterparty to nominate a safe port.

Mr John Hobhouse, QC, and Mr Martin Moore-Bile, QC, for the charterers; Mr Anthony Diamond, QC, and Mr Stanley Burnton for the shipowners.

LORD JUSTICE ROSKILL said that the main purpose of the warranty of safety was to ensure that the charterer, who had an otherwise unfettered right to nominate a port, did not nominate a port which was not safe for the ship or crew by nominating an unsafe port. That right was of crucial importance to the shipowner because he could not sue the charterer for nomination of an unsafe port, but he could sue the charterer for breach of the charterparty if it was within the charterparty.

The law was now plain, at least as laid down in *Compania Naviera*

*Marpan SA v Bowaters Lloyd Pulp and Paper Mills Ltd* (1955) 2 QB 681. The judgment of Mr Justice Devlin, affirmed in the Court of Appeal, in *Reardon Smith Line Ltd v Australian Wheat Board* (1955) AC 269, and *Leeds Shipping Co Ltd v Societe Francaise Bunge* (1958) 2 Lloyd's Rep 127, where Lord Justice Sellers had said (at p 131): "If it were said that port was not safe unless in the relevant period of time, the particular ship can reach it, use it and return from it without, in the absence of some abnormal occurrence, being exposed to danger which cannot be avoided by good navigation and seamanship, it would probably meet all circumstances as a broad statement of the law."

That statement was wholly correct. It was unnecessary to look at the multitude of earlier decisions. What had to be determined was whether the warranty was whether the port was safe for the ship.

In the present case the charterparty was on the *Baltimore* charterparty, which provided that the ship should "proceed to one or two safe berths, one safe port United States Gulf six weeks to summer holidays."

The charterparty provided that the ship should "proceed to one or two safe berths, one safe port United States Gulf six weeks to summer holidays." The charterparty provided that the ship should "proceed to one or two safe berths, one safe port United States Gulf six weeks to summer holidays."

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delays. The shipowners claimed damages for those delays. The only way the claim was put forward was for damages for breach of the express warranty of safety. It was said that there was a breach because the charterparty had warranted that the *Hermine* would be able to reach the port, load and sail out to the open sea. The vessel had never suffered any physical damage.

It was concluded by the arbitrators that *Destrehan* was not an unsafe port. They had rejected the shipowners' claim and stated the question of law as being whether on their findings the shipowners were entitled to damages. Mr Justice Donaldson reversed the decision of the arbitrators.

The shipowners relied on *G. W. Grace & Co Ltd v General Steam Navigation Co* (1955) 1 KB 383 in which it was held that a warranty of safety applied up to the River Elbe, but that case was not concerned with a ship leaving a port which had been safe all the time. It was not necessary to express a concluded opinion on the point.

Mr Justice Donaldson had reached a wrong conclusion on the principal point of whether the delay was commercially unacceptable or whether it must be of a frustrating nature before the shipowners could claim damages. Commercial unacceptability was a difficult test in that it could be considered from the point of view of one of the parties only.

There had been a tendency in recent years to hold that the charterers did not commit a breach unless the delay was such as to frustrate the commercial adventure. The shipowner was entitled to rescind unless the delay was such

as to frustrate the adventure. The classic case was *Universal Cargo Carriers Corporation v Citium* (1951) 2 QB 501. Long before that decision a rather similar case had arisen in *SS Knutsford Ltd v T. & A. Smith* (1908) 1 KB 406. In the present case the same test should be applicable. It had been clear since the *Citium* case that the owners could not throw up the contract because of commercially unacceptable delay, but the delay must be such as to frustrate the adventure. That was the principle in *Destrehan*.

Line with Lord Justice Kennedy's judgment in *SS Knutsford Ltd v T. & A. Smith* (1908) 1 KB 406, which had been approved in the House of Lords. Rather similar was the decision in *Reardon Smith Lines Ltd v Ministry of Agriculture, Fisheries and Food* (1962) 1 QB 42. In inapplicability cases such as *SS Knutsford* and in delay cases such as *Citium* and in nomination cases such as *Destrehan*, the governing test to determine whether the delay was sufficient was that it must be such as to frustrate the commercial adventure.

Mr Justice Donaldson was wrong and the arbitrators were right. The appeal was allowed. *Destrehan* was not an unsafe port. The appeal should be allowed and the award of the arbitrators was restored.

Lord Justice Geoffrey Lane and Sir David Cairns delivered concurring judgments.

The appeal was allowed. Solicitors: Richards, Butler & Co; Holman, Fenwick & Willen.

Court of Appeal



General Vacancies

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How and when to apply.

You can make the first move at the age of 15, or you can wait until you're 29.

You can join the Army for 4 months, or you can make it your career.

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After a stiff interview, and if we think you have what it takes to be an Army Officer, we'll award you a grant of up to £385 a year.

When you accept a Scholarship, in January or July, you must be between 15 years 5 months and 16 years 5 months.

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Another scheme which appeals to school-leavers is what we call a Short Service Limited Commission.

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**Army Officer**

Employment Appeal Tribunal

## Freedom of choice over maternity leave

Inner London Education Authority v Nash

Before Mr Justice Kilner Brown, Mr G. Peers and Mr Pat Scharer

A teacher was entitled to start her six weeks' paid maternity leave any time after the eleventh week before the date of her confinement despite the fact that she was contractually bound by a provision of the Inner London Education Authority staff code that she leave had to start at the beginning of the eleventh week. A majority of the Employment Appeal Tribunal held that the contractual term was a limitation upon the provisions of the Employment Protection Act 1975, which gave an employee a freedom of choice.

ILEA appealed from a decision of a London industrial tribunal last January that Mrs Sarah Nash, a teacher employed by them at Brookfield junior mixed school, succeeded in her application for maternity pay.

Section 36 of the Employment Protection Act 1975, provides: "(2) An employee shall not be entitled to maternity pay for any absence before the beginning of the 11th week before the expected date of confinement, and her payment period... shall be the first six weeks of absence starting on or falling on the beginning of that 11th week."

Mr Gerald Angel for ILEA; Mr G. N. Clayton, solicitor, for Mrs Nash.

MR JUSTICE KILNER BROWN said that under section 35 of the Employment Protection Act an employee was entitled to maternity pay. Under section 36 maternity pay had to be paid for a period not exceeding six weeks during which the employee was absent from work and such absence did not give rise to an entitlement earlier than the eleventh week before confinement. An employee

could work and be paid until the day of confinement and take her six weeks' paid leave after the birth. Alternatively she could absent herself 11 weeks before the confinement, he paid six weeks' maternity pay and thereafter presumably rely upon maternity benefit payable by the Department of Social Security. There was a fair balance of freedom of choice as to when to take leave. Mrs Nash opted to declare herself absent from work three weeks before confinement and claim entitlement for six weeks—three weeks before and three weeks after the birth.

As a teacher, Mrs Nash was entitled to summer holidays with pay. She was also contractually bound by the provisions of the staff code which was freely negotiated between ILEA and the National Union of Teachers.

The hearing before the industrial tribunal turned on whether or not ILEA was entitled to act in accordance with the staff code and determine when maternity pay should begin to run. Paragraph 3 of the staff code provided that leave of absence was to be granted to a pregnant teacher which was required to take at the beginning of the eleventh week before the expected date of confinement.

Under the staff code, a teacher on maternity leave was to be paid four weeks' salary at full pay and four weeks at half pay—the equivalent of six weeks at full pay. No one could claim maternity pay from an employer under the 1975 Act if the employer had paid it under a contractual agreement.

Section 118 of the Act provided that any contractual arrangement which excluded the statutory provisions should be void. ILEA submitted that the contractual arrangement did not exclude or limit the statutory provisions; the only difference was that the con-

tract gave the employer the right to decide when the absence from work should begin.

Mrs Nash notified ILEA that she was pregnant on May 25, 1977. The expected date of confinement was September 23. She told ILEA that she proposed to start her maternity leave on September 1. ILEA wrote to her explaining that the staff code provided that maternity leave should set out in the staff code and that she could work on full pay until June 23, then take three weeks' holiday on full pay while absent from work.

The question was whether the freedom of choice open to an employee in the Act as to when to start maternity leave, overrode the contractual obligation to go absent when ILEA decided. The dispute was only as to whether Mrs Nash had to forgo part of her pay during a holiday period when she was not actually working and was absent from work in any event.

ILEA contended that the provisions of the Act were being used to manipulate the contractual terms of the employment so that the compulsory leave taking was being disregarded.

The industrial tribunal had relied on section 118, which rendered void any contractual term which excluded the Act. They felt that they were entitled to read into the relevant section of the Act a provision that the employee was entitled to a complete freedom of choice when to go absent although there was a specific provision to that effect. That being so, they found that the contractual term was a limitation upon the provisions of the Act and therefore void.

Mr Justice Kilner Brown disagreed with the industrial tribunal

and with the lay members of the Appeal Tribunal. He did not

think that the staff code was to the statutory provision to meet the purpose of the Act. He was of the opinion that the staff code was intended to protect the sanctity of contract particularly as it was devised in joint consultation between a trade union and an employer's representative body. The essence of the statutory provision was to ensure that a woman got her pay when she was absent from work on account of pregnancy; it was not designed to give a choice to a woman to get the entitlement and a fully paid up holiday as well.

But the majority of the Appeal Tribunal supported the industrial tribunal's decision. They felt that Parliament clearly intended to override contractual agreements where such agreements limited the rights given by statute.

The question was whether section 118 of the Act was being used to manipulate the contractual terms of the employment so that the compulsory leave taking was being disregarded.

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Mr Justice Kilner Brown disagreed with the industrial tribunal

## Citizens Advice Bureau a skilled adviser

Riley and Another v Tesco Stores Ltd

Before Mr Justice Slynn, President, Mr B. L. M. M. and Mr D. Lancaster

The Citizens Advice Bureau acted as a skilled adviser when consulted by an applicant about an unfair dismissal claim with the result that if they gave incorrect advice so that a claimant was presented out of time, the applicant could not claim that it was not reasonably practicable to have made the claim in time. Industrial tribunals were not bound to treat a bureau as a party to the complaint or to hear evidence from them.

The Employment Appeal Tribunal dismissed an appeal by Mrs Josephine Riley from a decision of a London industrial tribunal in October, 1977, that they had no jurisdiction to hear her complaint of unfair dismissal against the employers, Tesco Stores Ltd. The Greater London Citizens Advice Bureau Services Ltd was joined as an appellant before the Appeal Tribunal.

Paragraph 21(4) of Schedule 1 to the Trade Union and Labour Relations Act, 1974, provides: "An industrial tribunal shall not consider a complaint... unless it is presented to the tribunal before the end of the period of three months beginning with the effective date of termination or within such further period as the tribunal considers reasonable in the case where it is satisfied that it was not reasonably practicable for the complainant to present the complaint within the period of three months."

Mr Richard Allfrey for Mrs Riley; Mr R. J. Legg, personnel

manager, for the employers; Mr Stephen Sedley for the bureau.

MR JUSTICE SLYNN said that Mrs Riley was dismissed on October 6, 1976, but her complaint was not presented until August 12, 1977. The industrial tribunal held that they had no jurisdiction to hear it because it had been reasonably practicable for Mrs Riley to have filed her complaint within the three-month period.

She was dismissed on suspicion of theft. She went to Kensington Citizens Advice Bureau and signed a form stating that she had been dismissed unfairly. She was subsequently charged with theft, whereupon she was told by the bureau that they could do nothing in view of the court proceedings. After her acquittal on August 4, 1977, she consulted solicitors about her unfair dismissal claim and they sent in her complaint.

The industrial tribunal found that she knew that she had a right to claim compensation but that she did not know that there was a time limit. They were satisfied that she understood the advice from the bureau to be that nothing could be done about her unfair dismissal claim until the criminal trial was over.

*Deakin v British Building and Engineering Appliances Ltd* (1974) 1 WLR 171 was cited in a laboratory experiment which demonstrated that the seeds can inadvertently become attached to the fur on the tail or legs of mice. Some seeds remained attached to a laboratory mouse for up to thirty minutes, after which they either fell off or were removed during grooming. The lighter seeds never became attached to the mice and so must be dispersed only by the wind.

To one experiment the heavier seeds accumulated in the nests that the mice built, but it seems that the mice were not collecting the seeds for food because the high proportion of inedible chaff in the seed suggests that it has little digestive value.

In the wild, the behaviour patterns and nesting habits of small mammals such as voles, mice and white-tailed rats, to which the heavier seeds will adhere, will transport the seeds into habitats quite different from those that would be reached by wind dispersal of the lighter seeds; for example, woods and dense hedgerows.

Denning also said that a man engaged skilled advisers to act for him and they presented it too late, he had to take the consequences and his only remedy was against them.

The industrial tribunal considered that the bureau was a skilled adviser; that Mrs Riley "engaged" them; and that having taken their advice, she had to accept that if they were at fault she was at fault as well.

Mr Allfrey, for Mrs Riley, submitted that the bureau were not skilled advisers except where they actually conducted a case before the tribunal. He argued that many members of the bureau staff were voluntary and they could not be skilled to all the different problems which arose.

Mr Sedley, for the bureau, claimed that they were skilled advisers within the meaning of *Lord Denning*. The Appeal Tribunal had looked at a number of documents which showed how the bureau worked. It was clear that they carried out the most valuable function and they handled in many different areas a large number of cases.

The bureau were run by their representatives, and many were trained and skilled before they began to work for the bureau. The industrial tribunal were right to conclude that the bureau could be a skilled adviser.

Mr Sedley contended that there had to be an "engagement" of the bureau before they could be held to be a category of skilled advisers whose acts would be attributed to an applicant. He said that the relationship had to

carry with it a duty of care, and information had to be obtained in a context where it was apparently intended to be relied on and was received on the basis that it would be relied on.

He said that an industrial tribunal ought not to decide whether there had been an engagement without giving the adviser an opportunity to be heard and that the industrial tribunal ought to have adjourned the matter for the bureau to be joined as a party or to appear and give evidence.

The bureau might be cases in which an industrial tribunal thought it right to adjourn a case, but they were not bound to do so. If the applicant gave evidence that he went to a skilled adviser in time and that the adviser failed to apply in time, then the tribunal was entitled to conclude that it was reasonably practicable for a claim to have been made in time and to refuse jurisdiction. It had to be a skilled adviser. If it was not a skilled adviser, then the industrial tribunal were not deciding a dispute between the applicant and his skilled adviser. If there was a dispute, then it was for the court.

The industrial tribunal had not been in a position to adjourn the case so that the bureau could be represented or made a party. They had evidence upon which they could conclude that Mrs Riley had engaged the bureau as a skilled adviser. They were entitled to conclude that she had not shown that it was not reasonably practicable to make her claim in time. The appeal would be dismissed. Leave to appeal was granted.

Solicitors: *Simmonds & Brown*; *Jacobs & Co* for *Brunner, Sons & Corlett*, Liverpool.

25 years ago

From The Times of Thursday, Nov 12, 1953

Truman subpoena

From Our Own Correspondent Washington, Nov 11.—President Eisenhower told his press conference today that if he were in the position of a chairman of a congressional committee he would not issue a subpoena for an ex-

President or for a justice of the Supreme Court. But he was not going to be in the position of criticizing Congress for carrying out what it conceived to be its duty, and he was not going to conduct investigations as it considered necessary. An hour later Representative Velde, who as chairman of the un-American activities committee, arrived in Washington and said that the President's remarks would not cause any change in his plan. During the afternoon it was reported by someone who had visited Mr. Truman that he would appear in Washington on Friday as ordered.

General Eisenhower also said at his conference that he thought it inconceivable that a man like Mr. Truman's position should have been knowingly damaged the United States by appointing a communist spy to high office. Senator McCarthy later suggested that in saying this General Eisenhower was only being a gentleman.

*Nature*, the international science journal, is published weekly in London by Macmillan Journals Ltd.

Source: *Nature* (vol 276, p 178, Nov 9, 1978).

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Simpson (Piccadilly) Ltd.

Require a Nursing Officer to take charge of the Clinic which provides a health and welfare service to staff employed by the company. Applicants should have S.R.N. qualification and Occupational Health Nursing experience would be an advantage. We offer excellent conditions of employment and salary according to the Royal College of Nursing Scales.

Applications in writing giving details of education, training and experience should be sent to:

The Personnel Executive  
Simpson (Piccadilly) Ltd.  
24, Piccadilly, London, W.1.

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RECEPTIONIST

A vacancy exists with West-

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receptionist. We are

seeking a person who

will be responsible

for the reception of

visitors and the

general running of

the office. The

successful candidate

will be required to

work on a full-time

basis. The salary

will be in the

range of £3,000

to £3,500 per

annum. The

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To £4,000

Make this happen as you

utilise your people skills

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Broadcasting Secretary who

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Financial

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The successful

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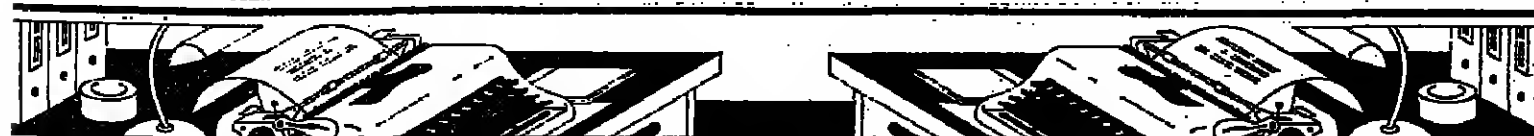
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Young and keen to develop a career. Although secretarial skills are essential, even more important is your ability and personality. Excellent salary is a bonus. Call Guy Young, 837 8822. Prime appointments. (Ref. Services)

## ARE YOU TOO BUSY TO READ THIS AD?

If so, you're probably the person we're looking for. We are a small, friendly publishing firm in Fulham and our secretaries are essential. As well as typing, you must be able to handle the telephone and deal with the public. Your weekly hours: 9.15-5.00. Salary: £2,000-£2,500. For further details call Mrs. Webber on 01-585 2341.

## NOW!

## YOUNG P.A./SECRETARY

£4,000 + 25% BONUS. Which will guarantee you a salary in excess of £5,000 a year. Working for chairman of well-known City stockbroker. There is a great deal of P.A. work. For further details of this vacancy (ref. cons.). Phone Sue Stevens, 01-585 2341.

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Two teams of research and production staff will keep you on your feet. You will be working in a new production environment. We are looking for a person who can handle the telephone and deal with the public. Your weekly hours: 9.15-5.00. Salary: £2,000-£2,500. For further details call Mrs. Webber on 01-585 2341.

## THINKING OF CHANGING YOUR CAREER

There have been many changes in the world of publishing. This is a time when you can make a change. We are looking for a person who can handle the telephone and deal with the public. Your weekly hours: 9.15-5.00. Salary: £2,000-£2,500. For further details call Mrs. Webber on 01-585 2341.

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Use your personality to the full. We are looking for a person who can handle the telephone and deal with the public. Your weekly hours: 9.15-5.00. Salary: £2,000-£2,500. For further details call Mrs. Webber on 01-585 2341.

## P.A. MEDICAL SECRETARY

£3,500. Well known children's hospital in South-West. Area of responsibility includes: medical secretarial, reception, and general office work. Your weekly hours: 9.15-5.00. Salary: £2,000-£2,500. For further details call Mrs. Webber on 01-585 2341.

## INSIDE TELEVISION

Join the regional TV company and advise clients on TV advertising. You will be working in a new production environment. We are looking for a person who can handle the telephone and deal with the public. Your weekly hours: 9.15-5.00. Salary: £2,000-£2,500. For further details call Mrs. Webber on 01-585 2341.

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Part-time secretary. £2,000-£2,500. For further details call Mrs. Webber on 01-585 2341.

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£2,000-£2,500. For further details call Mrs. Webber on 01-585 2341.

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## OXFORD conference. Very efficient

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## PART-TIME RECEPTIONIST

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## Stepping Stones

## SOPHISTICATED STOCKBROKER

Requires an additional member for his team. We work in a modern office in the fascinating world of Finance. Excellent remuneration, plus an expense account and a free air ticket overseas every year. We need an intelligent person with a good voice, smart appearance and knowledge of typing and shorthand. Age 19-25. Written applications to: Box 0162 N, The Times.

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## RESEARCH ASSISTANT, 18-25

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## SECRETARIAL

## SECRETARY/ASSISTANT

Superior requires a young intelligent person to work in one of their top operating departments. Must have secretarial, qualification, be enthusiastic and hard working. Age 18-25. Salary: £2,000-£2,500. For further details call Mrs. Webber on 01-585 2341.

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Looking for a special person. We are looking for a person who can handle the telephone and deal with the public. Your weekly hours: 9.15-5.00. Salary: £2,000-£2,500. For further details call Mrs. Webber on 01-585 2341.

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## PERSONALITY FOR MARKETING

£4,100. Use your personality to the full. We are looking for a person who can handle the telephone and deal with the public. Your weekly hours: 9.15-5.00. Salary: £2,000-£2,500. For further details call Mrs. Webber on 01-585 2341.

## Bedford College (UNIVERSITY OF LONDON)

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## DEPARTMENTAL SECRETARY

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## TRAVEL ASSISTANT, £4,000

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## THE SECRETARY OF THE TEST &amp; COUNTY CRICKET BOARD

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## DESIGNS ON ADMIN.

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## ARTS, ANTIQUES &amp; PUBLISHING JOBS

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## THEATRE DESIGN SPECIALIST

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## EDITORIAL DIRECTOR in publishing

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## SECRETARY/P.A. (2) - Finance

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For the Managing Director of International Company who is looking for a capable person who can cope with a volume of work. Must be self-motivated and can use own initiative. Age 18-25. Salary: £2,000-£2,500. For further details call Mrs. Webber on 01-585 2341.

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## Appointments Vacant also on page 28

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